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ABSTRACT

Results of a survey of salaries of full-time administrators at public doctoral-granting institutions for 1987-1988 are presented. Rank order distributions of 12-month administrative salaries are provided for 147 state-supported universities from 49 states and 32 university systems from 26 states. The first section ranks salaries paid among all participating universities. Two average salaries are indicated after each position's rank order of salaries, the average for all institutions and the average for those institutions belonging to the National Association of State Universities and Land-Grant Colleges. Salary data are also arranged into the nine regions defined by the Equal Employment Opportunity Commission. A separate table indicates salaries paid to officers of university systems. Specific positions are covered under the following administrative categories: president (chancellor), academic officers, business officers, student affairs officers, operations officers, public relations or development officers, research officers, deans, and medical deans. To provide anonymity, the universities are not identified with their salaries, but are listed separately. (SW)

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TWENTY-FIRST ANNUAL
RANK-ORL & DISTRIBUTION
OF
ADMINISTRATIVE SALARIES
PAID
1987-88

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED FORTY-SEVEN STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-NINE STATES
AND THIRTY-TWO UNIVERSITY SYSTEMS
REPRESENTING TWENTY-SIX STATES

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1987

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the twenty-first annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than five, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-eight universities in fifty states. From this group, replies were received from one hundred forty-seven institutions in forty-nine states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred forty-seven participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from thirty-two university systems in twenty-six states.

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TABLE I	<p>A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Forty-Seven Universities in Forty-Nine States</p> <p>President (Chancellor)</p> <p>Academic Officers</p> <p>Business Officers</p> <p>Student Affairs Officers</p> <p>Operations Officers</p> <p>Public Relations/Development</p> <p>Research Officers</p> <p>Deans</p> <p>Medical Deans</p>	<p>1</p> <p>4</p> <p>5</p> <p>9</p> <p>16</p> <p>22</p> <p>27</p> <p>30</p> <p>32</p> <p>41</p>
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TABLE II	<p>A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Forty-Seven Universities in Forty-Nine States by Equal Employment Opportunity Regions:</p> <p>Atlanta Region</p> <p>Chicago Region</p> <p>Dallas Region</p> <p>Denver Region</p> <p>Kansas City Region</p> <p>New York and Boston Regions</p> <p>Philadelphia Region</p> <p>San Francisco Region</p> <p>Seattle Region</p>	<p>43</p> <p>54</p> <p>65</p> <p>73</p> <p>78</p> <p>83</p> <p>89</p> <p>95</p> <p>100</p>
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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES
IN FORTY-NINE STATES

This table summarizes the data for one hundred forty-seven universities in forty-nine states. For making these data available, the University of Arkansas is grateful to the following universities:

*Arizona State University	Middle Tennessee State University
*Auburn University	*Mississippi State University
Ball State University	*Montana State University
Bowling Green State University	Morgan State University
California State University -	New Jersey Institute of Technology
Los Angeles	*New Mexico State University
Central Michigan University	*North Carolina State University
City University of New York	at Raleigh
Graduate School and	*North Dakota State University
University Center	North Texas State University
*Clemson University	Northeast Louisiana University
Cleveland State University	Northern Arizona University
College of William and Mary	Northern Illinois University
Colorado School of Mines	Oakland University
*Colorado State University	*Ohio State University
East Tennessee State University	*Ohio University
East Texas State University	*Oklahoma State University
Florida Atlantic University	Old Dominion University
*Florida State University	*Oregon State University
*Georgia Institute of Technology	Portland State University
Georgia State University	South Dakota School of Mines
Idaho State University	and Technology
Illinois State University	*South Dakota State University
Indiana State University	*Southern Illinois University
*Indiana University - Bloomington	at Carbondale
Indiana University of Pennsylvania	Southern Illinois University
Indiana University - Purdue	at Edwardsville
University at Indianapolis	*State University of New York -
*Iowa State University of Science	Albany
and Technology	*State University of New York -
*Kansas State University	Binghamton
*Kent State University	*State University of New York -
*Louisiana State University	Buffalo
and A & M College	State University of New York -
Louisiana Tech University	Environmental Science
Memphis State University	*State University of New York -
*Miami University	Stony Brook
*Michigan State University	Stephen F. Austin State University
Michigan Technological University	*Temple University

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

Tennessee Technological University	*University of Maryland at College Park
Texas A & I University	*University of Massachusetts
*Texas A & M University	*University of Michigan at Ann Arbor
*Texas Tech University	*University of Minnesota - Twin Cities
University of Akron	*University of Mississippi
*University of Alabama	*University of Missouri - Columbia
*University of Alabama - Birmingham	*University of Missouri - Kansas City
University of Alabama - Huntsville	*University of Missouri - Rolla
*University of Alaska	University of Missouri - St. Louis
*University of Arizona	*University of Montana
*University of Arkansas	*University of Nebraska - Lincoln
*University of California	*University of Nebraska at Omaha
*University of California - Davis	University of Nevada, Las Vegas
University of California - Santa Cruz	*University of Nevada, Reno
University of Central Florida	*University of New Hampshire
*University of Cincinnati	*University of New Mexico
University of Colorado at Boulder	University of New Orleans
University of Colorado at Denver	*University of North Carolina at Chapel Hill
*University of Connecticut	University of North Carolina at Greensboro
*University of Delaware	*University of North Dakota
*University of Florida	University of Northern Colorado
*University of Georgia	University of Northern Iowa
*University of Hawaii at Manoa	*University of Oklahoma
*University of Idaho	*University of Oregon
*University of Illinois at Chicago	*University of Rhode Island
*University of Illinois at Urbana-Champaign	University of South Alabama
*University of Iowa	*University of South Carolina, Columbia
*University of Kansas at Lawrence	*University of South Dakota
*University of Kentucky	*University of South Florida
*University of Louisville	University of Southern Mississippi
University of Lowell	University of Southwestern Louisiana
*University of Maine at Orono	
University of Maryland - Baltimore	
University of Maryland Baltimore County	

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*University of Tennessee - Knoxville	*University of Wisconsin at Madison
University of Texas at Arlington	*University of Wisconsin at Milwaukee
*University of Texas at Austin	*Utah State University
University of Texas at Dallas	*Virginia Commonwealth University
University of Texas at El Paso	*Virginia Polytechnic Institute and State University
University of Toledo	*Washington State University
*University of Utah	*West Virginia University
*University of Vermont	Western Michigan University
*University of Virginia	Wichita State University
*University of Washington	

*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS		RANK	SALARY	RANK	SALARY
RANK	SALARY	27	114,896 *	80	89,145 *
1	140,000 *	28	114,450 *	81	89,145 *
2	135,660 *	29	112,450 *	91	89,145 *
3	129,000 *	30	111,350 *	92	89,121 *
4	122,435 *	31	110,702 *	93	88,900 *
5	120,225 *	32	110,500 *	94	88,811 *
6	115,000 *	33	110,300 *	95	86,700 *
7	109,650 *	34	110,000 *	96	88,556 *
8	107,004 *	35	110,000 *	97	88,000 *
9	106,000 *	36	109,962 *	98	85,825 *
10	105,000 *	37	109,100 *	99	85,600 *
11	104,700 *	38	109,080 *	100	85,000 *
12	104,000 *	39	107,980 *	101	85,000 *
13	103,184 *	40	107,980 *	102	85,000 *
14	97,049 *	41	107,590 *	103	84,474 *
15	96,660 *	42	107,500 *	104	84,100 *
16	95,000 *	43	107,440 *	105	83,555 *
17	89,750 *	44	107,000 *	106	83,220 *
18	85,000 *	45	106,121 *	107	83,220 *
19	58,000 *	46	106,000 *	108	83,000 *
AVERAGE ***	109,489	47	105,000 *	109	82,834 *
AVERAGE ALL	106,490	48	104,000 *	110	82,602 *
PRESIDENT OF A SINGLE UNIT INSTITUTION		49	103,880 *	111	82,000 *
RANK	SALARY	50	103,550 *	112	80,600 *
1	147,000 *	51	103,450 *	113	79,837 *
2	142,000 *	52	103,126 *	114	78,156 *
3	140,000 *	53	103,000 *	115	78,156 *
4	135,300 *	54	101,500 *	116	78,000 *
5	135,000 *	55	100,904 *	117	77,500 *
6	132,300 *	56	100,700 *	118	75,435 *
7	130,000 *	57	100,000 *	119	74,335 *
8	128,466 *	58	100,000 *	120	74,335 *
9	128,466 *	59	100,000 *	121	74,027 *
10	128,465 *	60	99,567 *	122	74,000 *
11	128,220 *	61	99,200 *	123	73,250 *
12	125,000 *	62	98,150 *	124	73,000 *
13	120,000 *	63	97,520 *	125	72,600 *
14	120,000 *	64	97,430 *	126	70,000 *
15	120,000 *	65	97,405 *	127	67,737 *
16	117,600 *	66	97,000 *	AVERAGE ***	103,557
17	117,600 *	67	95,000 *	AVERAGE ALL	99,561
18	117,600 *	68	94,760 *		
19	117,233 *	69	94,530 *		
20	117,232 *	70	94,285 *		
21	115,165 *	71	94,150 *		
22	115,165 *	72	94,000 *		
23	115,000 *	73	93,363 *		
24	115,000 *	74	92,100 *		
25	115,000 *	75	92,100 *		
26	115,000 *	76	92,100 *		
		77	92,000 *		
		78	92,000 *		
		79	92,000 *		
		80	91,745 *		
		81	91,604 *		
		82	90,755 *		
		83	90,000 *		
		84	90,000 *		
		85	89,822 *		
		86	89,804 *		
		87	89,145 *		
		88	89,145 *		

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	128,400 *
2	117,500 *
3	115,000 *
4	(114,480) *
5	(113,000) *
6	(112,500) *
7	110,000 *
8	107,000 *
9	(106,575) *
10	106,300 *
11	103,500 *
12	102,000 *
13	101,000 *
14	100,551 *
15	100,000
16	99,500
17	98,640 *
18	(98,633) *
19	98,375 *
20	97,440 *
21	95,260 *
22	95,000 *
23	94,000 *
24	94,000
25	93,300 *
26	92,500
27	92,500
28	92,400 *
29	92,365
30	91,000 *
31	90,745 *
32	90,525
33	89,750
34	89,455 *
35	89,300 *
36	89,200
37	88,000
38	88,000
39	87,720 *
40	(86,850) *
41	86,000
42	86,000
43	85,596 *
44	(85,000)
45	85,000 *
46	84,874 *
47	84,800 *
48	84,500
49	84,000 *
50	83,900 *
51	83,640 *
52	83,220 *
53	83,000
54	81,648
55	81,500 *
56	81,304
57	81,000

RANK	SALARY
58	80,674 *
59	80,300 *
60	80,000 *
61	80,000
62	80,000 *
63	(79,440)
64	79,300 *
65	78,900 *
66	78,442 *
67	78,398
68	78,000
69	78,000 *
70	77,500 *
71	(77,076)
72	76,000
73	75,950
74	75,567 *
75	75,336 *
76	75,000 *
77	74,298
78	74,004
79	73,450
80	73,708 *
81	73,000
82	72,800
83	72,600 *
84	72,319
85	72,019 *
86	71,600 *
87	71,500
88	70,400
89	70,275
90	69,341 *
91	68,346
92	68,000
93	67,000 *
94	66,376
95	66,200
96	65,520
97	65,520
98	65,000 *
99	63,400 *
100	(63,354) *
101	61,642
102	61,435
103	60,800 *
104	60,194
105	60,000

AVERAGE *** 84,507

AVERAGE ALL 84,168

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	125,500 *
2	(115,000) *
3	(114,480) *

RANK	SALARY
4	(113,000) *
5	112,000
6	110,750 *
7	109,800 *
8	108,700 *
9	107,100 *
10	(106,575) *
11	102,600 *
12	(99,600) *
13	(98,633) *
14	97,500
15	97,128 *
16	96,330 *
17	96,000 *
18	95,850 *
19	95,000 *
20	95,000 *
21	(94,400) *
22	93,700
23	91,000 *
24	90,100 *
25	89,442 *
26	88,650
27	87,740 *
28	(86,850) *
29	85,965
30	85,758 *
31	85,720 *
32	85,500 *
33	(85,000)
34	84,048
35	83,640
36	83,476 *
37	83,076 *
38	82,000
39	81,197
40	81,000 *
41	(79,440)
42	79,000 *
43	78,750
44	(77,076)
45	70,300
46	65,000
47	65,000
48	(63,354) *

AVERAGE *** 76,048

AVERAGE ALL 91,737

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	107,506 *	54	66,000	120	52,044
2	92,000 *	55	65,920 *	121	52,000 *
3	90,400 *	60	65,935 *	122	51,999 *
4	89,800 *	61	65,700 *	123	50,990 *
5	87,600 *	62	65,644 *	124	50,000 *
6	87,000 *	63	65,405 *	125	49,293
7	86,500 *	64	64,972 *	126	48,310
8	86,350 *	65	64,500 *	127	48,000 *
9	86,190 *	66	63,900	128	47,700
10	86,000 *	67	63,600 *	129	47,652
11	85,000 *	68	63,252 *	130	46,772
12	83,900 *	69	63,120 *	131	45,478 *
13	83,760 *	70	63,000 *	132	45,100
14	81,000 *	71	63,000	133	45,000
15	80,500 *	72	62,995 *	134	44,940
16	90,325 *	73	62,875	135	44,700
17	80,000 *	74	62,700	136	44,459
18	78,696 *	75	62,598	137	44,292
19	78,683	76	62,100 *	138	43,085 *
20	78,498 *	77	61,942 *	139	42,500
21	77,662 *	78	61,776 *	140	42,115
22	77,500 *	79	61,770 *	141	38,993
23	77,000	80	61,364 *	142	32,321
24	76,700	81	61,241 *		
25	76,000 *	82	61,034 *	AVERAGE ***	60,361
26	75,922 *	83	61,008		
27	75,000 *	84	61,000 *	AVERAGE ALL	64,122
28	74,970 *	85	60,900		
29	74,765	86	60,900 *		
30	74,423 *	87	60,760		
31	74,039	88	60,000		
32	73,800 *	89	60,000 *		
33	73,320	90	60,000		
34	72,591 *	91	59,800		
35	72,225 *	92	59,600		
36	72,000 *	93	59,000		
37	71,400 *	94	58,900		
38	71,300 *	95	58,650		
39	71,046 *	96	58,500 *		
40	70,784 *	97	58,500		
41	70,400 *	98	58,357 *		
42	70,348 *	99	57,700 *		
43	70,315 *	100	57,636		
44	70,270 *	101	57,000		
45	70,000 *	102	56,700 *		
46	69,840 *	103	56,442		
47	68,900 *	104	56,450		
48	58,496 *	105	56,370 *		
49	58,450 *	106	56,000		
50	68,000 *	107	55,900		
51	67,640 *	108	55,825		
52	67,450 *	109	55,574		
53	66,500 *	110	55,164		
54	66,500 *	111	55,015		
55	66,408 *	112	54,500		
56	66,200	113	54,380		
57	66,000 *	114	54,150		
		115	53,010		
		116	53,000		
		117	52,420 *		
		118	52,272		
		119	52,264		

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION		RANK	SALARY	RANK	SALARY
		58	43,500 *	115	30,031 *
		59	43,450 *	116	29,318 *
		60	43,344 *	117	29,131 *
		61	43,260 *	118	29,030 *
		62	43,000 *	119	28,960 *
		63	43,000 *	120	24,039 *
		64	43,000 *		
		65	42,800 *	AVERAGE ***	44,956
		66	42,700 *		
		67	42,630 *	AVERAGE ALL	44,748
		68	42,480 *		
		69	42,144 *		
		70	41,900 *		
		71	41,580 *		
		72	41,322 *		
		73	40,555 *		
		74	40,517 *		
		75	40,000 *		
		76	40,000 *		
		77	40,000 *		
		78	39,756 *		
		79	39,165 *		
		80	39,105 *		
		81	38,450 *		
		82	38,340 *		
		83	38,300 *		
		84	38,221 *		
		85	38,050 *		
		86	37,990 *		
		87	37,710 *		
		88	37,342 *		
		89	36,867 *		
		90	36,100 *		
		91	36,000 *		
		92	35,844 *		
		93	35,700 *		
		94	35,700 *		
		95	35,400 *		
		96	35,400 *		
		97	35,200 *		
		98	35,000 *		
		99	34,700 *		
		100	34,691 *		
		101	34,000 *		
		102	34,000 *		
		103	34,000 *		
		104	34,000 *		
		105	33,350 *		
		106	33,620 *		
		107	33,197 *		
		108	33,000 *		
		109	32,832 *		
		110	32,760 *		
		111	32,651 *		
		112	32,592 *		
		113	31,500 *		
		114	30,600 *		
RANK	SALARY				
1	77,400 *				
2	74,200 *				
3	70,650 *				
4	68,200 *				
5	(66,500) *				
6	65,400 *				
7	65,103 *				
8	64,296 *				
9	63,945 *				
10	63,600 *				
11	61,593 *				
12	61,585 *				
13	61,160 *				
14	59,920 *				
15	(59,460) *				
16	59,290 *				
17	58,818 *				
18	(58,448) *				
19	57,287 *				
20	56,025 *				
21	54,500 *				
22	53,075 *				
23	53,000 *				
24	53,000 *				
25	52,462 *				
26	52,008 *				
27	51,995 *				
28	50,964 *				
29	50,400 *				
30	49,550 *				
31	49,000 *				
32	48,403 *				
33	48,324 *				
34	48,277 *				
35	47,968 *				
36	47,925 *				
37	47,821 *				
38	47,808 *				
39	47,800 *				
40	47,700 *				
41	47,500 *				
42	47,161 *				
43	(47,040) *				
44	46,300 *				
45	46,000 *				
46	45,800 *				
47	45,500 *				
48	45,426 *				
49	45,400 *				
50	45,300 *				
51	45,180 *				
52	45,168 *				
53	45,100 *				
54	45,050 *				
55	44,700 *				
56	44,640 *				
57	44,500 *				

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	91,800 *	59	65,500 *	120	52,750
2	90,000 *	60	65,350 *	121	52,620
3	87,602 *	61	65,340 *	122	52,500
4	87,200 *	62	65,200 *	123	52,344 *
5	85,000 *	63	65,200 *	124	52,104
6	84,300 *	64	65,000 *	125	52,000
7	83,800 *	65	64,896 *	126	51,750 *
8	82,120 *	66	64,700 *	127	51,500
9	81,127 *	67	64,636 *	128	51,425
10	80,449 *	68	64,400 *	129	51,400 *
11	79,560 *	69	64,250	130	51,077
12	79,560 *	70	64,200 *	131	51,000
13	79,310 *	71	64,169	132	50,937
14	79,280 *	72	63,200 *	133	50,658
15	79,050 *	73	63,000 *	134	50,399 *
16	78,863 *	74	63,000 *	135	50,287 *
17	78,308 *	75	62,500	136	50,040 *
18	78,000 *	76	61,960 *	137	50,000
19	77,733 *	77	61,700	138	49,400 *
20	77,580 *	78	61,618 *	139	49,335 *
21	76,421 *	79	61,500	140	49,247
22	76,214 *	80	61,500 *	141	49,195
23	75,400 *	81	61,500 *	142	49,107
24	74,600 *	82	61,210	143	48,841
25	74,300 *	83	61,000 *	144	48,480
26	74,095 *	84	60,864 *	145	48,474
27	72,862 *	85	60,417 *	146	48,294 *
28	71,760 *	86	60,400 *	147	48,117 *
29	71,694 *	87	60,000 *	148	48,075 *
30	71,300 *	88	59,961 *	149	47,910
31	71,033 *	89	59,850 *	150	47,100 *
32	70,950	90	59,364	151	47,004
33	70,920 *	91	59,072 *	152	47,000 *
34	70,315 *	92	58,840 *	153	46,834
35	70,000 *	93	58,501 *	154	46,800
36	70,000 *	94	58,300 *	155	46,741
37	69,793 *	95	58,000 *	156	46,620
38	69,205 *	96	57,700 *	157	46,400
39	68,400 *	97	57,500 *	158	45,500
40	68,355 *	98	57,400	159	45,797
41	68,000 *	99	57,264	160	45,418
42	67,928	100	57,257	161	45,259
43	67,887 *	101	57,050 *	162	44,614 *
44	67,800	102	56,600 *	163	44,600
45	67,500 *	103	55,834 *	164	44,400
46	67,464 *	104	55,824 *	165	44,000
47	67,323	105	55,539	166	43,660 *
48	67,053 *	106	55,437	167	42,600
49	67,000 *	107	55,203	168	42,200
50	66,720 *	108	55,152 *	169	41,807
51	66,650 *	109	55,000	170	41,443
52	66,300 *	110	54,975 *	171	41,383
53	66,223 *	111	54,182 *	172	40,000
54	66,000 *	112	54,100 *	173	39,000
55	66,000 *	113	53,440		
56	66,000 *	114	53,700 *		
57	65,562 *	115	53,532		
		116	53,400 *		
		117	53,400 *		
		118	53,139		
		119	53,000		
			52,400 *		

(Continued)

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TABLE I (Continued)

(Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
174	34,517 *
175	34,421
176	34,320 *
177	37,470 *
178	36,572

AVERAGE *** 36,314

AVERAGE ALL 39,343

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	122,000 *
2	115,500 *
3	105,000 *
4	102,000 *
5	(101,900) *
6	99,500
7	99,345 *
8	99,000
9	(98,700) *
10	98,000 *
11	97,500 *
12	96,400 *
13	96,000 *
14	96,000 *
15	95,000 *
16	94,500 *
17	94,000
18	(92,700) *
19	90,612 *
20	90,240 *
21	89,644 *
22	87,755
23	87,000 *
24	(86,700) *
25	86,004
26	86,000 *
27	85,500
28	84,928 *
29	84,900
30	84,350 *
31	84,246
32	84,245 *
33	84,144
34	83,375 *
35	83,359 *
36	83,341 *
37	83,297 *
38	83,235

RANK	SALARY
39	82,600 *
40	81,936 *
41	81,850
42	81,648 *
43	81,500 *
44	81,230 *
45	81,230 *
46	80,855 *
47	80,678 *
48	80,448 *
49	80,400 *
50	80,000
51	80,000 *
52	80,000 *
53	79,800 *
54	79,500
55	79,000
56	78,500
57	77,000
58	77,000 *
59	76,932 *
60	76,860 *
61	(76,830) *
62	76,800
63	76,650
64	76,400
65	76,326
66	76,320
67	75,626
68	75,526
69	75,500
70	75,000 *
71	74,500 *
72	73,980
73	73,900 *
74	73,500
75	72,800
76	72,760
77	72,000
78	72,000 *
79	72,000 *
80	71,000
81	71,000
82	70,800
83	(70,422) *
84	70,250 *
85	70,081 *
86	69,400
87	69,774
88	(69,690) *
89	69,000 *
90	(68,900) *
91	68,600 *
92	68,512 *
93	68,500
94	68,292
95	68,276 *
96	68,244 *
97	68,000
98	68,000 *
99	67,657 *
100	66,976

RANK	SALARY
101	66,500
102	65,700
103	65,520
104	65,500 *
105	65,350
106	65,000
107	64,050
108	64,014
109	63,972
110	63,600 *
111	61,920
112	61,200
113	61,000
114	60,098
115	59,233
116	57,362
117	56,600 *
118	53,288 *
119	52,000 *
120	44,265

AVERAGE *** 91,876

AVERAGE ALL 79,004

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	77,500 *	59	56,724 *	115	37,270 *
2	91,000 *	60	55,100 *	116	36,120 *
3	79,212 *	61	55,000 *	117	35,975 *
4	77,000 *	62	54,422 *	118	31,131
5	75,000 *	63	54,228	AVERAGE "A"	59,226
6	73,500 *	64	54,147 *	AVERAGE ALL	55,748
7	72,820 *	65	54,000 *		
8	72,600 *	66	53,500 *		
9	72,400 *	67	53,200 *		
10	71,300 *	68	52,927 *		
11	70,000 *	69	52,800 *		
12	69,850 *	70	52,714 *		
13	69,353 *	71	52,700		
14	67,000 *	72	52,680		
15	(67,825) *	73	52,500		
16	67,102 *	74	52,323 *		
17	66,000 *	75	51,681 *		
18	66,000 *	76	51,624 *		
19	66,000	77	51,595 *		
20	66,000 *	78	51,500 *		
21	65,004 *	79	51,400		
22	65,000	80	51,100		
23	65,000 *	81	51,045		
24	65,000 *	82	50,971 *		
25	64,920 *	83	50,960		
26	64,955 *	84	50,435		
27	64,000 *	85	50,004 *		
28	63,462 *	86	48,636 *		
29	(63,000) *	87	48,540		
30	62,700	88	48,510 *		
31	62,428	89	48,192		
32	62,620	90	48,000		
33	62,500 *	91	47,315		
34	62,400	92	47,219		
35	62,232 *	93	46,716		
36	61,425	94	46,688 *		
37	61,400	95	46,664 *		
38	60,960 *	96	46,400		
39	60,750	97	46,220 *		
40	60,000 *	98	46,100		
41	59,500 *	99	45,115		
42	59,400 *	100	44,625		
43	59,265	101	44,580		
44	59,070 *	102	44,000		
45	58,700 *	103	43,700		
46	58,608 *	104	43,274 *		
47	58,221	105	42,912		
48	58,080 *	106	42,722		
49	58,000 *	107	42,500		
50	57,820	108	41,750		
51	57,697 *	109	40,800		
52	57,558 *	110	40,400 *		
53	57,300	111	40,100		
54	56,740	112	39,900		
55	56,600	113	39,604		
56	56,250 *	114	38,520 *		
57	56,200 *		38,160		

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
TREASURER OR BUFGAR

RANK	SALARY
1	90,962 *
2	80,400 *
3	71,000 *
4	71,000 *
5	70,008 *
6	(67,825) *
7	62,500
8	62,000
9	59,040 *
10	57,795 *
11	56,872 *
12	54,714 *
13	53,878 *
14	53,000 *
15	52,500 *
16	51,636
17	51,264
18	50,498 *
19	49,350 *
20	49,300 *
21	48,996 *
22	47,940 *
23	47,300 *
24	45,569 *
25	44,800 *
26	44,500
27	(43,538)
28	42,144
29	41,388 *
30	40,850
31	40,850 *
32	40,600 *
33	39,400 *
34	39,400 *
35	39,000 *
36	39,000 *
37	38,685 *
38	38,600 *
39	38,500 *
40	38,200
41	37,500 *
42	37,380 *
43	36,960
44	35,875
45	35,304
46	34,080 *
47	33,642
48	33,174
49	33,087 *
50	32,689
51	32,500 *
52	31,961 *
53	31,698 *
54	31,560 *
55	30,200 *
56	30,000
57	30,000

RANK	SALARY
58	29,450 *
59	29,175 *
60	28,937
61	28,833
62	28,551
63	24,204
64	23,072
65	21,888

AVERAGE *** 46,844

AVERAGE ALL 43,510

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	76,610 *
2	74,765
3	70,700 *
4	70,000 *
5	70,000 *
6	67,800
7	65,347 *
8	65,036 *
9	(64,438) *
10	64,300 *
11	64,200 *
12	(63,000) *
13	62,650
14	61,782 *
15	60,000
16	59,408 *
17	58,080 *
18	56,136 *
19	55,365
20	55,332
21	55,000 *
22	54,001 *
23	52,500 *
24	51,770
25	51,000
26	50,541
27	50,404 *
28	48,141
29	48,000
30	46,750 *
31	46,201
32	46,100
33	45,630 *
34	45,577 *
35	45,011
36	44,800 *
37	43,776 *
38	42,144
39	41,995
40	38,518
41	37,863
42	34,900 *

RANK	SALARY
43	33,170 *
44	32,792 *
45	27,457 *
46	28,008
47	26,525 *

AVERAGE *** 53,730

AVERAGE ALL 52,248

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	70,848 *	58	44,040 *	120	31,500
2	63,525 *	59	43,950	121	31,340
3	62,000 *	60	43,470 *	122	30,690
4	61,235 *	61	43,400	123	29,000
5	60,300 *	62	43,270 *	124	27,270
6	60,050 *	63	43,200 *	125	27,353
7	60,000 *	64	42,950 *	126	26,106
8	58,750 *	65	42,250 *	127	26,000 *
9	58,736	66	42,000 *	128	25,678
10	58,617 *	67	42,000 *	129	25,675 *
11	58,135 *	68	41,760 *	130	22,920
12	57,700 *	69	41,600 *	AVERAGE ***	46,367
13	56,300 *	70	41,000 *	AVERAGE ALL	43,241
14	56,150 *	71	40,500		
15	56,000 *	72	40,460 *		
16	55,762 *	73	40,400 *		
17	55,718 *	74	40,356		
18	53,916 *	75	40,330		
19	53,896 *	76	40,260 *		
20	53,605 *	77	40,075 *		
21	53,363 *	78	40,000		
22	52,500 *	79	40,000		
23	52,445 *	80	39,900 *		
24	51,600	81	39,800 *		
25	51,118 *	82	39,460		
26	51,100	83	38,844		
27	51,050 *	84	38,791		
28	51,000 *	85	38,400 *		
29	50,851 *	86	38,142 *		
30	50,354 *	87	38,110		
31	50,081 *	88	37,835 *		
32	50,060 *	89	37,805 *		
33	50,004 *	90	37,716 *		
34	50,000	91	37,714		
35	49,090 *	92	37,500 *		
36	48,920 *	93	36,911 *		
37	48,812 *	94	36,711 *		
38	48,660 *	95	36,700		
39	48,541	96	36,600		
40	48,500 *	97	36,050		
41	48,500 *	98	36,000 *		
42	48,168	99	35,970 *		
43	48,108 *	100	35,850 *		
44	48,000 *	101	35,712 *		
45	47,948	102	35,700		
46	46,920 *	103	35,568		
47	46,900 *	104	35,470		
48	46,690	105	34,911 *		
49	46,550 *	106	34,489 *		
50	46,405 *	107	34,359		
51	46,386	108	34,195		
52	45,600	109	34,010		
53	45,168 *	110	33,600		
54	45,044 *	111	33,100 *		
55	44,646 *	112	32,860		
56	44,521 *	113	32,700		
57	44,117	114	32,680		
		115	32,637 *		
		116	32,388		
		117	32,150		
		118	31,746		
		119	31,550 *		

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	71,472 *
2	69,300 *
3	67,700
4	65,000 *
5	65,000 *
6	64,400 *
7	63,800 *
8	62,800 *
9	60,316 *
10	56,710 *
11	55,789 *
12	55,400
13	55,170 *
14	53,997 *
15	53,730 *
16	53,363
17	53,200 *
18	52,848 *
19	51,900 *
20	50,000 *
21	49,840
22	49,755 *
23	49,750 *
24	49,500 *
25	49,441 *
26	49,207 *
27	49,185 *
28	47,550 *
29	47,450 *
30	47,245
31	46,452 *
32	45,912 *
33	45,633 *
34	45,200 *
35	45,012
36	44,646
37	44,058 *
38	44,000 *
39	43,916 *
40	43,500 *
41	43,405 *
42	43,320 *
43	43,000
44	43,000
45	42,904
46	42,550
47	42,540 *
48	42,370
49	42,000 *
50	42,000 *
51	41,975
52	41,820 *
53	41,800
54	41,689 *
55	41,505 *
56	41,500 *
57	41,348
58	41,115 *

RANK	SALARY
59	41,000 *
60	40,350 *
61	40,100
62	40,000
63	40,000 *
64	40,000
65	39,672 *
66	39,612 *
67	39,595
68	39,300 *
69	39,300
70	39,040 *
71	38,988
72	38,950
73	38,393 *
74	38,094
75	37,887 *
76	37,800 *
77	37,632
78	37,560 *
79	37,500 *
80	37,236
81	36,745
82	36,500
83	35,820
84	35,712 *
85	35,651 *
86	35,407 *
87	35,285
88	34,603 *
89	32,970
90	32,278
91	31,925
92	31,200 *
93	30,766
94	30,638
95	30,500
96	30,390 *
97	30,000 *
98	29,000
99	28,636
100	28,501 *
101	26,832 *
102	26,508
103	26,450
104	26,000
105	25,752 *
106	24,372
107	20,918 *

AVERAGE "A" 45,784

AVERAGE ALL 42,671

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	98,000 *
2	(77,160) *
3	75,000 *
4	74,800

RANK	SALARY
5	72,850 *
6	72,100 *
7	70,220 *
8	70,214 *
9	70,213 *
10	69,506
11	67,600 *
12	65,230 *
13	64,000 *
14	63,847 *
15	63,790 *
16	63,400
17	63,000 *
18	64,512
19	64,200 *
20	64,000 *
21	63,826 *
22	63,673
23	63,036 *
24	(63,000) *
25	62,700 *
26	62,400
27	62,200
28	61,800 *
29	61,684
30	60,059 *
31	59,040 *
32	58,270 *
33	58,000 *
34	57,955 *
35	57,865 *
36	56,676 *
37	56,652
38	55,500
39	55,200
40	55,140 *
41	55,103 *
42	55,030
43	54,960
44	54,840 *
45	54,326 *
46	54,108 *
47	54,000 *
48	53,800 *
49	53,000 *
50	53,000 *
51	52,500
52	52,320 *
53	52,190
54	52,100
55	(51,200)
56	51,200 *
57	50,357 *
58	50,000
59	49,980
60	49,265 *
61	49,476 *
62	49,134 *

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TABLE I (Continued)

(Continued)		BUSINESS/FISCAL OFFICERS:		RANK	SALARY
BUSINESS/FISCAL OFFICERS:		DIRECTOR OF PAYROLL			
BUDGET OFFICER					
RANK	SALARY	RANK	SALARY		
63	48,400 *	1	46,700 *	58	33,000 *
64	48,540 *	2	46,480 *	59	32,600 *
65	48,400 *	3	46,700 *	60	32,364
66	48,000 *	4	52,258 *	61	31,956 *
67	47,772 *	5	51,722 *	62	31,950
68	47,750 *	6	51,060 *	63	31,692
69	47,645 *	7	51,000 *	64	31,606
70	47,510	8	47,256 *	65	31,261 *
71	47,500	9	47,155 *	66	31,173 *
72	47,460	10	(46,384)	67	31,000 *
73	47,352	11	46,230 *	68	30,852 *
74	47,160 *	12	46,100 *	69	30,352
75	47,000 *	13	45,689 *	70	30,727 *
76	46,980	14	45,625 *	71	30,638
77	46,550 *	15	45,500 *	72	30,280 *
78	46,000	16	45,200 *	73	30,060
79	45,960 *	17	44,688 *	74	30,000 *
80	45,500 *	18	44,490 *	75	30,000 *
81	45,345 *	19	43,700 *	76	29,146 *
82	45,270 *	20	43,604 *	77	29,144 *
83	45,022 *	21	43,500 *	78	28,932
84	45,000 *	22	43,440	79	28,600 *
85	44,620	23	43,274 *	80	28,378
86	(43,538)	24	42,528	81	28,038
87	43,459	25	42,517 *	82	28,000
88	43,347	26	42,106 *	83	27,648 *
89	43,275 *	27	(42,012)	84	27,628
90	43,000 *	28	(42,000)	85	27,530
91	42,950 *	29	41,604 *	86	26,230 *
92	42,900	30	40,630 *	87	26,026 *
93	42,800	31	40,500 *	88	26,000
94	42,500 *	32	40,170 *	89	25,950 *
95	(42,000)	33	40,016 *	90	25,800 *
96	41,600 *	34	39,800 *	91	25,500
97	40,000	35	39,396	92	25,027
98	39,395	36	39,181	93	24,500 *
99	38,453 *	37	39,060 *	94	23,500
100	38,040	38	39,000 *	95	23,500
101	38,000 *	39	38,956	96	23,400
102	37,950 *	40	38,856 *	97	22,498
103	37,510	41	38,124 *	98	22,395
104	36,000 *	42	(37,950) *	99	22,032 *
105	35,432	43	37,800 *	100	21,735
106	35,360	44	37,593 *	101	21,611
107	35,153	45	37,500	102	21,264
108	34,100	46	36,960 *	103	19,930
109	32,160	47	35,942 *		
110	32,000 *	48	35,742	AVERAGE "A"	38,745
111	30,745 *	49	35,707 *	AVERAGE ALL	35,762
112	29,470	50	35,675 *		
113	18,949	51	35,602		
		52	35,125 *		
		53	34,008 *		
		54	33,887		
AVERAGE "A"	52,637	55	33,432 *		
AVERAGE ALL	52,110	56	33,204 *		
		57	33,180		

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TABLE I (Continued)

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	33,840 *	58	52,000 *	120	40,000
2	90,500 *	59	52,000 *	121	39,900
3	35,500 *	60	52,000 *	122	39,784 *
4	79,200 *	61	51,713 *	123	39,638 *
5	78,200 *	62	51,600 *	124	39,420 *
6	75,000 *	63	51,503 *	125	39,325
7	70,250	64	51,414 *	126	(37,950) *
8	70,000 *	65	51,344	127	37,350
9	69,100 *	66	(51,200)	128	36,561
10	68,350 *	67	51,200 *	129	36,186
11	68,100	68	51,061 *	130	36,000 *
12	67,121 *	69	50,744 *	131	35,444
13	67,039 *	70	50,628	132	35,100 *
14	(66,500) *	71	50,000	133	35,003 *
15	65,800 *	72	50,000 *	134	34,657
16	65,190 *	73	49,041 *	135	33,397 *
17	65,004 *	74	49,500	136	33,280
18	65,000 *	75	49,464	137	30,160 *
19	64,484 *	76	49,157	138	27,847
20	63,000 *	77	48,605 *	AVERAGE **	55,012
21	63,000 *	78	48,516 *	AVERAGE ALL	51,731
22	62,989 *	79	48,432		
23	62,833	80	48,413		
24	62,312 *	81	48,000 *		
25	62,125 *	82	47,770		
26	62,018 *	83	47,700		
27	61,694	84	47,508 *		
28	61,128 *	85	47,375		
29	60,220 *	86	46,500 *		
30	60,100 *	87	(46,384)		
31	60,000	88	46,000 *		
32	59,400 *	89	46,000		
33	58,500 *	90	46,000		
34	58,485 *	91	46,000 *		
35	(58,448) *	92	45,678 *		
36	57,876	93	45,675 *		
37	57,787 *	94	45,584 *		
38	57,500 *	95	45,285 *		
39	57,495 *	96	45,204 *		
40	57,425 *	97	45,000		
41	57,190 *	98	44,249 *		
42	57,000	99	44,160		
43	56,540	100	44,116		
44	56,000 *	101	44,000		
45	55,921 *	102	43,310 *		
46	55,900	103	43,490 *		
47	55,500 *	104	43,400		
48	55,250 *	105	43,100		
49	55,180 *	106	42,820		
50	54,900 *	107	42,367 *		
51	54,753 *	108	42,230		
52	53,800	109	(42,012)		
53	53,400	110	42,000		
54	53,081 *	111	42,000		
55	53,000 *	112	42,000		
56	53,000 *	113	41,700		
57	52,420 *	114	41,723 *		
		115	41,388		
		116	41,000		
		117	40,791		
		118	40,200		
		119	40,016 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS

RANK	SALARY
1	101,900 *
2	97,500 *
3	95,500 *
4	95,300 *
5	90,000 *
6	99,900 *
7	99,200 *
8	87,733 *
9	87,680 *
10	85,008 *
11	94,755 *
12	94,753 *
13	94,500 *
14	94,400 *
15	94,000 *
16	94,000 *
17	93,357 *
18	93,200 *
19	93,000 *
20	83,000 *
21	82,000 *
22	81,230 *
23	81,000 *
24	81,000 *
25	80,320 *
26	80,000 *
27	80,000 *
28	79,954 *
29	79,800 *
30	79,350 *
31	78,500 *
32	78,000 *
33	77,910 *
34	77,900 *
35	77,892 *
36	77,500 *
37	77,500 *
38	77,268 *
39	77,175 *
40	77,100 *
41	76,700 *
42	(75,428) *
43	76,379 *
44	76,000 *
45	75,899 *
46	(75,000) *
47	74,892 *
48	74,765 *
49	74,400 *
50	74,298 *
51	74,200 *
52	73,788 *
53	73,700 *
54	73,000 *
55	72,504 *
56	72,200 *
57	72,200 *

RANK	SALARY
58	72,000 *
59	72,000 *
60	71,500 *
61	71,300 *
62	70,445 *
63	70,250 *
64	70,000 *
65	70,000 *
66	70,000 *
67	69,800 *
68	69,500 *
69	69,000 *
70	68,800 *
71	67,737 *
72	67,500 *
73	67,076 *
74	67,030 *
75	67,000 *
76	(66,936) *
77	66,802 *
78	66,587 *
79	66,040 *
80	65,800 *
81	65,107 *
82	65,004 *
83	65,000 *
84	64,500 *
85	64,400 *
86	64,185 *
87	63,616 *
88	(62,550) *
89	62,400 *
90	62,250 *
91	62,021 *
92	61,776 *
93	61,212 *
94	61,164 *
95	61,000 *
96	60,900 *
97	60,850 *
98	60,600 *
99	60,500 *
100	60,320 *
101	60,200 *
102	60,180 *
103	60,000 *
104	60,000 *
105	60,000 *
106	60,000 *
107	59,582 *
108	59,580 *
109	59,194 *
110	58,500 *
111	58,000 *
112	55,962 *
113	54,860 *
114	50,000 *

RANK	SALARY
115	49,140 *
116	45,990 *
117	39,175 *
AVERAGE ***	74,943 *
AVERAGE ALL	71,665 *

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS

RANK	SALARY
1	76,750 *
2	72,372
3	71,956
4	70,044
5	70,030 *
6	68,000
7	68,000 *
8	67,472 *
9	67,355 *
10	(66,936)
11	66,500
12	66,300 *
13	66,149 *
14	64,075
15	64,000 *
16	63,650
17	63,000 *
18	62,175 *
19	61,750
20	61,248 *
21	61,000 *
22	60,628
23	60,753 *
24	60,750
25	60,717 *
26	60,600
27	60,362
28	60,000 *
29	59,000 *
30	58,100 *
31	58,000 *
32	57,526
33	57,252 *
34	57,230
35	57,000 *
36	56,850 *
37	56,134 *
38	55,400 *
39	55,380 *
40	55,350 *
41	55,016
42	55,000 *
43	54,650 *
44	53,936 *
45	53,760
46	53,573 *
47	53,400 *
48	53,174
49	52,404 *
50	52,100 *
51	52,100 *
52	51,800 *
53	51,515
54	51,000
55	50,000 *
56	49,534
57	49,500

RANK	SALARY
58	49,500 *
59	49,034 *
60	48,837
61	48,000 *
62	47,918 *
63	47,648 *
64	47,307 *
65	46,636
66	46,656 *
67	45,900 *
68	45,173
69	45,000 *
70	44,720
71	44,713
72	44,038 *
73	44,000
74	43,500
75	42,220 *
76	41,800 *
77	41,748
78	41,645
79	41,144 *
80	39,812
81	38,800 *
82	37,992
83	34,831 *
84	23,196

AVERAGE *** 54,959

AVERAGE ALL 54,410

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	79,000
2	69,000 *
3	67,318 *
4	64,105 *
5	64,000 *
6	63,307 *
7	59,500 *
8	55,428 *
9	52,884 *
10	52,800 *
11	50,631 *
12	49,390 *
13	49,000 *
14	48,500 *
15	48,400 *
16	48,000
17	46,305 *
18	43,895 *
19	43,781 *
20	43,771
21	43,400 *
22	43,080 *
23	42,701 *
24	42,700 *

RANK	SALARY
25	42,650
26	41,774 *
27	41,436 *
28	41,300 *
29	41,265 *
30	40,416
31	40,000 *
32	40,000
33	39,600 *
34	39,750 *
35	38,200 *
36	37,829
37	36,581 *
38	35,529 *
39	35,293 *
40	35,217 *
41	35,000
42	34,672 *
43	34,300 *
44	34,000 *
45	33,190
46	32,668 *
47	32,339 *
48	32,055 *
49	31,066
50	30,545 *
51	30,336 *
52	29,917 *
53	29,640 *
54	28,997
55	27,470 *
56	27,150
57	27,000
58	26,496
59	26,076 *
60	25,821 *
61	25,356 *
62	25,258 *
63	24,860
64	23,929
65	23,641 *
66	18,550 *

AVERAGE *** 41,166

AVERAGE ALL 40,101

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	76,443 *	58	51,800 *	120	33,216
2	(71,400) *	59	51,031 *	121	(38,700) *
3	69,700 *	60	50,799	122	39,314
4	(66,073) *	61	50,776	123	38,127
5	65,915 *	62	50,500	124	38,034 *
6	(65,291) *	63	49,380 *	125	(37,755) *
7	63,300	64	(49,801) *	126	37,600 *
8	63,131 *	65	48,980 *	127	37,050 *
9	62,500 *	66	48,921	128	36,696 *
10	61,370 *	67	48,841	129	35,945 *
11	61,296 *	68	48,690 *	130	35,000
12	60,500 *	69	48,358 *	131	34,567
13	60,200 *	70	48,105 *	132	33,000
14	60,000	71	47,970 *	133	32,448
15	59,900 *	72	(47,200) *	134	32,380 *
16	59,850 *	73	47,171 *	135	31,880
17	(59,786) *	74	47,000 *	136	31,800 *
18	59,640 *	75	46,820 *	137	31,200
19	59,400	76	46,800 *	138	30,000
20	59,352	77	(46,600) *	139	28,952 *
21	(59,232) *	78	46,505 *	140	28,079 *
22	58,650 *	79	46,502 *	141	26,712
23	58,123 *	80	46,279	142	25,920
24	57,750 *	81	46,176 *	143	23,004
25	57,732 *	82	46,107 *		
26	57,694	83	46,000 *	AVERAGE ***	50,762
27	57,512 *	84	45,068		
28	(57,500) *	85	45,888	AVERAGE ALL	48,372
29	57,500 *	86	45,775		
30	57,402 *	87	45,381		
31	56,882 *	88	45,320		
32	56,660 *	89	45,000 *		
33	56,640 *	90	44,892 *		
34	56,016 *	91	44,856		
35	56,000 *	92	44,526		
36	55,930 *	93	44,310		
37	55,323	94	44,140		
38	55,279 *	95	44,100 *		
39	55,200 *	96	44,084		
40	55,164 *	97	44,046 *		
41	55,000	98	44,000		
42	54,994	99	43,876		
43	54,500 *	100	43,767		
44	(54,456) *	101	43,720 *		
45	54,408 *	102	43,666 *		
46	54,340	103	43,645 *		
47	54,200 *	104	43,587 *		
48	53,388	105	43,550		
49	53,196	106	43,500		
50	52,766 *	107	42,659		
51	52,549 *	108	42,025 *		
52	52,500	109	41,760 *		
53	52,349	110	41,606		
54	52,347 *	111	41,582 *		
55	52,030 *	112	(41,076) *		
56	52,000 *	113	40,800		
57	51,900 *	114	40,600 *		
		115	40,030		
		116	39,956 *		
		117	39,922 *		
		118	39,900 *		
		119	39,225		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	72,100 *	54	48,700 *	120	38,200 *
2	(71,400) *	59	48,654	121	38,110
3	70,350 *	60	48,023 *	122	38,000 *
4	67,750 *	61	48,000 *	123	37,900
5	(66,073) *	62	48,000	124	(37,755)
6	66,000 *	63	47,933	125	36,430 *
7	65,700 *	64	(47,200)	126	35,100 *
8	(65,291) *	65	47,000	127	34,800 *
9	64,739	66	46,957	128	34,690
10	62,800 *	67	46,713 *	129	34,325
11	62,068 *	68	(46,600)	130	33,500 *
12	61,500 *	69	46,296	131	32,940
13	59,500 *	70	46,272 *	132	32,500 *
14	59,440 *	71	46,200 *	133	32,350 *
15	(59,232) *	72	46,200 *	134	32,340
16	59,034 *	73	46,183	135	31,663
17	58,167	74	46,100 *	136	31,304
18	58,150 *	75	46,024 *	137	31,200
19	57,679 *	76	46,000 *	138	29,485
20	(57,500) *	77	45,924	139	27,397 *
21	57,250	78	45,550 *		
22	57,243 *	79	45,218 *	AVERAGE ***	49,740
23	57,032 *	80	45,000		
24	56,750 *	81	44,990	AVERAGE ALL	47,472
25	56,673	82	44,900 *		
26	56,433 *	83	44,860		
27	56,200 *	84	44,583 *		
28	56,010 *	85	44,519 *		
29	55,471 *	86	44,348 *		
30	55,344	87	44,310		
31	55,300	88	44,300		
32	55,300 *	89	44,105		
33	55,000	90	44,000		
34	55,000 *	91	43,943		
35	54,716	92	43,613 *		
36	54,492 *	93	43,550 *		
37	54,541	94	42,624		
38	(54,456) *	95	42,600		
39	54,408 *	96	42,360		
40	54,391 *	97	42,322 *		
41	54,035 *	98	42,197 *		
42	53,550 *	99	41,820		
43	53,327 *	100	41,500 *		
44	52,516 *	101	41,500 *		
45	52,500	102	41,300 *		
46	51,072 *	103	41,200 *		
47	50,695	104	(41,076) *		
48	50,649 *	105	41,001		
49	50,308 *	106	40,734 *		
50	50,000	107	40,731 *		
51	(49,801) *	108	40,500 *		
52	49,680 *	109	40,250		
53	49,500 *	110	40,000		
54	49,129 *	111	40,000 *		
55	49,117 *	112	39,965		
56	48,976 *	113	39,600		
57	48,880 *	114	39,208		
		115	39,200 *		
		116	38,955		
		117	38,787 *		
		118	38,556		
		119	38,335 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	65,420 *	58	44,200 *	120	35,000 *
2	62,770 *	59	44,170 *	121	34,795 *
3	62,000 *	60	44,100 *	122	34,755 *
4	(59,786) *	61	44,100 *	123	34,525 *
5	59,000 *	62	44,015 *	124	34,305 *
6	57,950 *	63	44,000 *	125	34,300 *
7	57,845 *	64	44,000 *	126	34,035 *
8	57,437 *	65	43,870 *	127	34,000 *
9	56,381 *	66	43,675 *	128	33,955 *
10	56,200 *	67	43,645 *	129	33,745 *
11	55,700 *	68	43,597 *	130	33,000 *
12	55,500 *	69	43,404 *	131	32,754 *
13	55,245 *	70	43,380 *	132	32,600 *
14	55,000 *	71	43,386 *	133	32,362 *
15	54,500 *	72	43,254 *	134	32,000 *
16	54,450 *	73	43,080 *	135	31,500 *
17	54,408 *	74	42,919 *	136	31,120 *
18	53,616 *	75	42,660 *	137	31,000 *
19	52,761 *	76	42,263 *	138	30,000 *
20	52,738 *	77	42,025 *	139	29,507 *
21	52,720 *	78	41,500 *	140	29,364 *
22	52,500 *	79	41,315 *	141	29,573 *
23	51,912 *	80	41,264 *	142	26,000 *
24	51,820 *	81	41,228 *		
25	51,735 *	82	41,144 *	AVERAGE ***	46,173
26	51,500 *	83	41,124 *		
27	51,312 *	84	40,950 *	AVERAGE ALL	43,718
28	51,132 *	85	40,950 *		
29	50,950 *	86	40,811 *		
30	50,760 *	87	40,714 *		
31	50,600 *	88	40,584 *		
32	50,505 *	89	40,509 *		
33	50,140 *	90	40,200 *		
34	50,074 *	91	40,172 *		
35	50,000 *	92	40,000 *		
36	50,000 *	93	39,929 *		
37	49,800 *	94	39,931 *		
38	49,737 *	95	39,905 *		
39	49,708 *	96	39,700 *		
40	49,500 *	97	39,695 *		
41	49,200 *	98	39,641 *		
42	48,905 *	99	39,600 *		
43	48,725 *	100	39,400 *		
44	48,696 *	101	39,375 *		
45	48,201 *	102	39,260 *		
46	47,350 *	103	39,200 *		
47	47,237 *	104	39,072 *		
48	46,942 *	105	38,874 *		
49	46,957 *	106	38,830 *		
50	46,800 *	107	(38,700) *		
51	46,625 *	108	38,605 *		
52	46,000 *	109	37,125 *		
53	45,955 *	110	37,007 *		
54	45,430 *	111	37,000 *		
55	45,000 *	112	37,000 *		
56	44,925 *	113	36,770 *		
57	44,730 *	114	36,540 *		
		115	36,470 *		
		116	36,000 *		
		117	35,547 *		
		118	35,400 *		
		119	35,300 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	82,000 *	58	46,522 *	120	30,000 *
2	71,000 *	59	46,500 *	121	29,279
3	69,235 *	60	46,200 *	122	29,016
4	63,903 *	61	46,100	123	29,000
5	66,360 *	62	46,000	124	28,875
6	66,100 *	63	45,470	125	29,743 *
7	64,515 *	64	45,440 *	126	28,136
8	63,600 *	65	45,560 *	127	27,910
9	62,500 *	66	44,724	128	27,759
10	61,980 *	67	44,712 *	129	26,280
11	59,210 *	68	44,628 *	130	26,000
12	58,126	69	43,781 *	131	19,931
13	57,250 *	70	43,744 *		
14	57,236	71	43,100 *	AVERAGE **	47,561
15	57,200 *	72	43,000 *		
16	55,779 *	73	42,840 *	AVERAGE ALL	44,572
17	55,008 *	74	42,600 *		
18	55,000	75	42,340 *		
19	55,000	76	42,327		
20	54,800 *	77	42,100 *		
21	54,456 *	78	41,500 *		
22	54,200	79	41,500		
23	53,964	80	41,000 *		
24	53,611 *	81	40,850 *		
25	53,500 *	82	40,747 *		
26	53,000 *	83	40,400 *		
27	53,000 *	84	40,000		
28	52,692	85	39,778		
29	52,500 *	86	39,558		
30	52,500 *	87	39,244 *		
31	52,380	88	39,157 *		
32	52,250 *	89	39,000 *		
33	52,000 *	90	38,625 *		
34	51,734 *	91	38,000		
35	51,162 *	92	37,536		
36	51,021	93	37,224		
37	50,679 *	94	37,100 *		
38	50,520 *	95	36,500		
39	50,500	96	36,000		
40	50,329 *	97	35,926		
41	50,000 *	98	35,750 *		
42	49,926 *	99	35,700 *		
43	49,896 *	100	35,312 *		
44	49,700 *	101	35,000		
45	49,224 *	102	35,000		
46	48,957 *	103	34,319		
47	48,821 *	104	34,035 *		
48	48,707 *	105	33,826		
49	48,557	106	33,560 *		
50	48,444 *	107	33,539 *		
51	48,376	108	33,500 *		
52	47,700 *	109	32,400		
53	47,600 *	110	32,760 *		
54	47,250 *	111	32,661 *		
55	47,008 *	112	32,608		
56	46,843 *	113	32,019 *		
57	46,872 *	114	32,003 *		
		115	31,518		
		116	31,336		
		117	31,261 *		
		118	30,893		
		119	30,660		

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	107,573 *
2	112,240 *
3	98,479 *
4	97,218 *
5	96,000 *
6	93,000 *
7	90,925 *
8	90,000 *
9	87,450 *
10	87,234 *
11	87,098 *
12	87,000 *
13	86,677 *
14	86,440 *
15	86,304 *
16	85,600 *
17	83,759 *
18	83,500 *
19	83,101 *
20	82,950 *
21	82,056 *
22	81,670 *
23	81,500 *
24	80,901 *
25	80,750 *
26	79,606 *
27	79,418 *
28	78,950 *
29	78,500 *
30	77,682 *
31	77,651 *
32	76,999 *
33	76,540 *
34	75,624 *
35	75,000 *
36	74,818 *
37	74,672 *
38	73,625 *
39	72,314 *
40	72,100 *
41	72,000 *
42	72,000 *
43	71,817 *
44	71,470 *
45	70,933 *
46	70,836 *
47	69,000 *
48	68,976 *
49	68,880 *
50	68,600 *
51	68,010 *
52	67,224 *
53	67,095 *
54	67,000 *
55	65,959 *
56	65,871 *
57	65,556 *

RANK	SALARY
58	65,300 *
59	64,104 *
60	64,050 *
61	63,900 *
62	63,884 *
63	63,149 *
64	62,357 *
65	62,326 *
66	62,000 *
67	61,871 *
68	61,603 *
69	61,500 *
70	61,578 *
71	61,355 *
72	60,696 *
73	60,610 *
74	60,593 *
75	60,245 *
76	60,060 *
77	60,060 *
78	59,540 *
79	59,500 *
80	59,270 *
81	59,099 *
82	57,760 *
83	57,490 *
84	57,200 *
85	56,486 *
86	54,825 *
87	54,810 *
88	54,672 *
89	53,500 *
90	53,000 *
91	52,500 *
92	51,500 *
93	51,128 *
94	49,980 *
95	49,000 *
96	48,648 *
97	48,000 *
98	46,647 *
99	45,624 *
100	45,154 *
101	42,550 *
102	42,244 *
103	41,300 *
104	40,950 *
105	39,945 *
106	38,390 *
107	37,586 *
108	37,000 *
109	35,400 *
110	35,153 *
111	34,950 *
112	33,500 *
113	31,744 *
114	31,272 *

RANK	SALARY
115	30,225 *
116	29,432 *
117	26,784 *
118	24,570 *

AVERAGE *** 70,252

AVERAGE ALL 64,600

OPERATIONS OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	(113,400) *
2	(112,500) *
3	109,500 *
4	107,651 *
5	(92,700) *
6	89,728 *
7	88,962 *
8	87,500 *
9	83,200 *
10	83,110 *
11	81,613 *
12	(79,000) *
13	(76,836) *
14	(70,422) *
15	64,513 *
16	64,000 *
17	60,600 *

AVERAGE *** 87,727

AVERAGE ALL 86,131

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TABLE I (Continued)

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	(113,400) *
2	(121,800) *
3	97,500 *
4	95,000 *
5	93,600 *
6	90,745 *
7	90,000 *
8	89,000 *
9	88,008 *
10	87,400 *
11	(96,700) *
12	94,000 *
13	93,370 *
14	93,359 *
15	92,000 *
16	92,000 *
17	90,300 *
18	79,380 *
19	79,214 *
20	78,645 *
21	(78,000) *
22	77,920 *
23	77,760 *
24	77,186 *
25	76,400 *
26	76,205 *
27	75,180 *
28	75,000 *
29	(75,000) *
30	(74,050) *
31	73,990 *
32	73,195 *
33	73,133 *
34	72,923 *
35	71,499 *
36	71,355 *
37	70,548 *
38	70,029 *
39	69,774 *
40	(69,680) *
41	(68,900) *
42	68,000 *
43	66,936 *
44	64,700 *
45	63,500 *
46	61,159 *
47	60,600 *
48	60,200 *
49	56,500 *
50	50,000 *
AVERAGE ***	79,187
AVERAGE ALL	77,294

OPERATIONS OFFICERS:
VICE PRES FOR INSTI-
TUTIONAL PLANNING

RANK	SALARY
1	90,240 *
2	89,800 *
3	88,670 *
4	84,700 *
5	78,000 *
6	(77,150) *
7	76,845 *
8	75,000 *
9	75,000 *
10	(74,050) *
11	73,850 *
12	70,000 *
13	69,575 *
14	68,538 *
15	(66,007) *
16	65,084 *
17	65,004 *
18	64,095 *
19	57,700 *
20	53,000 *
21	51,604 *
22	(49,245) *
23	44,987 *
AVERAGE ***	70,987
AVERAGE ALL	69,876
OPERATIONS OFFICERS: LEGAL COUNSEL	
RANK	SALARY
1	87,700 *
2	86,276 *
3	85,000 *
4	78,240 *
5	78,200 *
6	75,996 *
7	75,000 *
8	(75,000) *
9	74,000 *
10	73,439 *
11	69,000 *
12	68,875 *
13	68,871 *
14	68,640 *
15	68,165 *
16	67,000 *
17	66,937 *
18	66,500 *
19	66,445 *
20	64,500 *
21	63,430 *
22	62,306 *
23	61,836 *

RANK	SALARY
24	61,479 *
25	61,282 *
26	60,500 *
27	60,293 *
28	60,000 *
29	60,000 *
30	59,943 *
31	54,804 *
32	59,400 *
33	58,984 *
34	58,422 *
35	57,589 *
36	57,348 *
37	57,150 *
38	57,000 *
39	57,000 *
40	56,500 *
41	55,925 *
42	55,395 *
43	55,102 *
44	55,000 *
45	52,968 *
46	52,000 *
47	52,000 *
48	50,904 *
49	50,336 *
50	50,000 *
51	49,500 *
52	49,500 *
53	48,235 *
54	47,863 *
55	47,712 *
56	(47,040) *
57	47,000 *
58	47,000 *
59	46,804 *
60	44,960 *
61	44,316 *
62	41,373 *
AVERAGE ***	62,285
AVERAGE ALL	60,404

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UNIVERSITY OF ARKANSAS
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TABLE I (Continued)

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		RANK	SALARY	OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING	
RANK	SALARY			RANK	SALARY
1	77,175	50	48,664 *	1	93,027 *
2	75,600 *	60	48,456	2	79,050 *
3	75,000 *	61	48,249 *	3	76,400 *
4	75,000 *	62	48,000	4	76,173 *
5	74,500 *	63	48,000 *	5	(72,500) *
6	71,760 *	64	47,050 *	6	70,000
7	70,949	65	46,780 *	7	68,200 *
8	68,200 *	66	46,000	8	68,000 *
9	67,929 *	67	45,961	9	64,449 *
10	67,150 *	68	45,800 *	10	62,000 *
11	67,000 *	69	44,949	11	61,403 *
12	66,800	70	44,900 *	12	61,000 *
13	66,750 *	71	44,730 *	13	60,852
14	66,397	72	44,490 *	14	60,000 *
15	66,250	73	44,000 *	15	59,500
16	65,500	74	43,368 *	16	58,466 *
17	64,688 *	75	43,000 *	17	58,032 *
18	64,100 *	76	42,000 *	18	58,000 *
19	64,000 *	77	40,236 *	19	57,240 *
20	63,952 *	78	40,000 *	20	56,840
21	63,750	79	39,323 *	21	56,689 *
22	62,500	80	39,135	22	(56,610)
23	62,000	81	39,063 *	23	56,000
24	62,000 *	82	38,900 *	24	55,600 *
25	62,000 *	83	38,000	25	55,490 *
26	61,000 *	84	36,121	26	55,000 *
27	60,962 *	85	35,400	27	54,440
28	60,900 *	86	34,510 *	28	54,271
29	59,760	87	34,000 *	29	53,300 *
30	59,660 *	88	33,800	30	53,000
31	(59,640)	89	33,200 *	31	52,900 *
32	58,134 *	90	32,365 *	32	52,428 *
33	57,856 *	91	31,700	33	52,140 *
34	57,500 *	92	27,144 *	34	52,000 *
35	56,563	93	22,000	35	51,996
36	56,500 *		19,000	36	51,864
37	56,254	AVERAGE ***	53,247	37	51,000 *
38	56,200	AVERAGE ALL	52,722	38	50,942 *
39	56,093			39	50,800 *
40	55,700	OPERATIONS OFFICERS: VICE PRESIDENT FOR FACILITIES		40	50,730 *
41	55,500 *	RANK	SALARY	41	50,508 *
42	55,105 *	1	87,400 *	42	50,500 *
43	55,000 *	2	78,000 *	43	50,400
44	54,072 *	3	77,160 *	44	50,076 *
45	54,000 *	4	76,300 *	45	50,040 *
46	53,700 *	5	75,500 *	46	49,749 *
47	53,135 *	6	74,500	47	49,350
48	51,756	7	73,100	48	48,250 *
49	51,600	8	70,027 *	49	47,604 *
50	51,500	9	69,774	50	47,436 *
51	51,500	10	67,100 *	51	46,104 *
52	51,500 *	11	63,000 *	52	45,600
53	51,362 *	12	(55,100) *		(Continued)
54	51,000 *	13	53,117 *		
55	49,901				
56	49,747 *	AVERAGE ***	70,270		
57	49,290 *	AVERAGE ALL	70,775		
58	49,250 *				

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TABLE I (Continued)

(Continued)		RANK	SALARY	RANK	SALARY
OPERATIONS OFFICERS:		20	65,500 *	82	51,000
DIRECTOR OF		21	65,500 *	83	51,000 *
FACILITIES PLANNING		22	65,000 *	84	50,425 *
		23	64,500 *	85	50,400 *
		24	64,353 *	86	50,325 *
		25	63,945 *	87	50,133 *
		26	63,870 *	88	50,004 *
		27	63,500 *	89	50,004 *
		28	63,300 *	90	50,000 *
		29	62,850 *	91	49,500 *
		30	62,300 *	92	49,000 *
		31	62,173 *	93	48,733 *
		32	61,968 *	94	48,880 *
		33	61,770 *	95	48,825 *
		34	61,300 *	96	48,500 *
		35	61,000 *	97	48,500 *
		36	61,000 *	98	48,425 *
		37	60,744 *	99	48,312 *
		38	60,000 *	100	48,000 *
		39	59,873 *	101	48,000 *
		40	59,534 *	102	47,515 *
		41	59,250 *	103	47,412 *
		42	58,920 *	104	47,200 *
		43	58,700 *	105	47,000 *
		44	58,464 *	106	46,704 *
		45	58,405 *	107	46,800 *
		46	58,300 *	108	46,752 *
		47	58,240 *	109	46,704 *
		48	58,167 *	110	46,468 *
		49	58,000 *	111	46,350 *
		50	57,450 *	112	46,000 *
		51	57,360 *	113	45,925 *
		52	56,670 *	114	45,825 *
		53	(56,610)	115	45,800 *
		54	56,220 *	116	45,000 *
		55	56,100 *	117	44,646 *
		56	55,931 *	118	43,120 *
		57	55,800 *	119	42,050 *
		58	55,548 *	120	41,613 *
		59	55,500 *	121	40,850 *
		60	55,500 *	122	40,200 *
		61	55,400 *	123	40,020 *
		62	55,175 *	124	40,020 *
		63	(55,100) *	125	39,600 *
		64	55,091 *	126	39,700 *
		65	55,000 *	127	39,667 *
		66	55,000 *	128	39,007 *
		67	54,810 *	129	33,599 *
		68	53,532 *		
		69	53,500 *	AVERAGE ***	58,199
		70	53,300 *		
		71	53,100 *	AVERAGE ALL	55,390
		72	53,066 *		
		73	53,004 *		
		74	52,853 *		
		75	52,700 *		
		76	52,300 *		
		77	52,003 *		
		78	52,000 *		
		79	51,908 *		
		80	51,919 *		
		81	51,467 *		

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TABLE I (Continued)

OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	73,829 *	58	44,233 *	115	29,313 *
2	73,000 *	59	43,780 *	116	27,500 *
3	62,441 *	60	43,878 *	117	27,191 *
4	62,276 *	61	43,665 *	118	27,166 *
5	62,250 *	62	43,250 *	119	26,364 *
6	62,200 *	63	43,200 *	120	26,400 *
7	61,775 *	64	43,200 *	121	25,036 *
8	61,000 *	65	43,050 *	122	24,980 *
9	60,450 *	66	42,000 *	123	20,500 *
10	57,464 *	67	42,456 *		
11	56,880 *	68	42,436 *	AVERAGE "A"	44,464
12	56,700 *	69	42,425 *		
13	54,800 *	70	42,016 *	AVERAGE ALL	43,654
14	54,500 *	71	42,000 *		
15	54,500 *	72	41,935 *		
16	54,334 *	73	41,796 *		
17	54,000 *	74	41,787 *		
18	53,800 *	75	41,027 *		
19	53,500 *	76	41,000 *		
20	53,215 *	77	40,874 *		
21	53,000 *	78	40,056 *		
22	52,930 *	79	40,041 *		
23	52,860 *	80	40,000 *		
24	52,850 *	81	40,000 *		
25	52,500 *	82	39,430 *		
26	52,050 *	83	38,636 *		
27	52,000 *	84	38,000 *		
28	50,500 *	85	38,000 *		
29	50,045 *	86	37,840 *		
30	50,000 *	87	37,646 *		
31	50,000 *	88	37,577 *		
32	49,660 *	89	37,400 *		
33	49,400 *	90	37,368 *		
34	49,140 *	91	37,015 *		
35	48,474 *	92	36,186 *		
36	48,337 *	93	36,000 *		
37	48,000 *	94	35,374 *		
38	47,857 *	95	35,712 *		
39	47,850 *	96	35,700 *		
40	47,744 *	97	35,570 *		
41	47,648 *	98	35,345 *		
42	47,386 *	99	34,900 *		
43	47,182 *	100	34,177 *		
44	47,000 *	101	33,715 *		
45	47,000 *	102	33,610 *		
46	46,541 *	103	33,241 *		
47	46,500 *	104	33,238 *		
48	46,488 *	105	32,983 *		
49	46,388 *	106	32,500 *		
50	45,912 *	107	32,400 *		
51	45,912 *	108	32,388 *		
52	45,900 *	109	32,356 *		
53	45,800 *	110	31,944 *		
54	45,668 *	111	31,497 *		
55	45,392 *	112	30,900 *		
56	44,800 *	113	30,070 *		
57	44,660 *	114	29,906 *		

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR INSTI- TUTIONAL ADVANCEMENT		PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION		RANK	SALARY
RANK	SALARY	RANK	SALARY	19	57,000 *
1	164,300 *	1	(33,980) *	19	56,782 *
2	124,000 *	2	(35,400) *	20	55,368
3	94,000 *	3	35,097 *	21	55,365
4	88,300 *	4	34,825 *	22	55,800
5	(85,430) *	5	84,245 *	23	55,200 *
6	(85,200) *	6	80,892 *	24	55,125 *
7	84,800	7	79,000 *	25	55,000
8	84,100 *	8	77,250 *	26	54,799 *
9	83,375 *	9	76,400 *	27	54,000 *
10	83,357 *	10	75,960 *	28	53,500 *
11	80,136 *	11	74,821 *	29	52,902 *
12	80,100 *	12	73,500 *	30	52,500 *
13	78,000	13	72,660 *	31	52,462 *
14	77,809 *	14	71,556	32	52,423 *
15	77,550 *	15	70,560	33	52,153 *
16	77,486	16	70,000	34	52,138 *
17	77,250	17	68,000	35	52,100
18	77,160 *	18	67,400 *	36	51,800
19	(76,428) *	19	66,186 *	37	51,704 *
20	76,000 *	20	64,500	38	51,653
21	75,000	21	62,500	39	51,500 *
22	74,700 *	22	62,500 *	40	51,500 *
23	74,400	23	62,110 *	41	51,362 *
24	73,990 *	24	59,800	42	(51,064) *
25	73,850	25	59,430 *	43	51,000 *
26	73,500 *	26	58,370	44	50,950
27	72,710 *	27	57,500	45	50,610 *
28	72,000	28	53,495 *	46	50,400
29	72,000	29	55,000	47	49,920 *
30	70,560			48	49,875 *
31	70,500 *	AVERAGE ***	74,487	49	49,608 *
32	70,400	AVERAGE ALL	70,105	50	49,070 *
33	69,774			51	48,662 *
34	69,000 *			52	48,380 *
35	67,000 *			53	48,000 *
36	65,504 *			54	47,868 *
37	65,000			55	47,714 *
38	65,000			56	47,425
39	63,395			57	47,396 *
40	62,500			58	47,382
41	62,000 *			59	47,300 *
42	60,000			60	47,256 *
43	59,568			61	46,760 *
44	57,770 *			62	46,400 *
45	57,408			63	46,061
46	52,070			64	46,008
47	49,500			65	45,500
AVERAGE ***	81,688			66	45,301 *
AVERAGE ALL	75,612			67	45,170
				68	45,056
				69	45,040
				70	44,470 *
				71	44,082 *
				72	44,019 *
				73	44,000
				74	43,963 *
				75	43,816

(Continued)

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

(Continued)		RANK	SALARY	PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR DEVELOPMENT	
PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION		6	(62,550)	RANK	
		7	61,992 *	SALARY	
		AVERAGE ***	73,798		
		AVERAGE ALL	71,788		
RANK	SALARY	PUBLIC RELATIONS OFFICERS: DIRECTOR OF LEGISLATIVE RELATIONS			
76	43,600 *	RANK	SALARY		
77	43,012 *	1	85,880 *	1	97,500 *
78	43,011	2	75,731 *	2	(93,980) *
79	43,000	3	69,894 *	3	93,950 *
80	42,752	4	66,875 *	4	92,200 *
81	42,588 *	5	66,275 *	5	90,000 *
82	42,500 *	6	66,252 *	6	90,000 *
83	42,000	7	64,030	7	89,000 *
84	41,900 *	8	63,700 *	8	86,500 *
85	41,900 *	9	62,600	9	(85,200) *
86	41,780 *	10	62,500 *	10	79,800 *
87	41,375 *	11	62,400	11	77,700 *
88	40,948	12	61,740 *	12	76,962 *
89	40,630 *	13	61,334 *	13	75,672 *
90	40,368	14	61,000	14	74,000
91	40,190	15	(59,440)	15	72,800 *
92	39,999	16	59,600	16	72,800 *
93	39,830 *	17	59,360 *	17	71,400 *
94	39,760	18	59,094	18	71,400
95	39,270	19	59,000	19	70,560
96	38,325 *	20	52,090 *	20	70,000
97	38,014	21	51,100 *	21	(68,900)
98	36,545 *	22	50,384	22	68,750 *
99	36,600 *	23	50,214	23	67,080
100	36,000 *	24	50,000 *	24	66,700 *
101	35,664 *	25	49,346 *	25	65,300 *
102	34,380	26	47,250 *	26	(66,007) *
103	33,426 *	27	47,040 *	27	65,820 *
104	33,234	28	46,900 *	28	65,558 *
105	32,800	29	46,200 *	29	64,562 *
106	32,172 *	30	44,000	30	63,600 *
107	32,100	31	43,556 *	31	62,974 *
108	31,782	32	42,000	32	62,000 *
109	(31,024) *	33	38,238 *	33	61,422 *
110	30,500	34	38,085	34	61,267 *
111	28,010 *	35	36,880 *	35	60,030 *
112	25,027 *	36	34,650 *	36	58,400
113	25,017	37	34,400	37	57,500 *
114	24,982 *	38	32,292 *	38	57,346
AVERAGE ***	48,630	AVERAGE ***	54,755	AVERAGE ***	73,512
AVERAGE ALL	47,428	AVERAGE ALL	54,222	AVERAGE ALL	72,219
PUBLIC RELATIONS OFFICERS: VICE PRESIDENT FOR LEGISLATIVE RELATIONS					
RANK	SALARY				
1	94,600 *				
2	(75,000)				
3	72,800 *				
4	69,774				
5	65,800 *				

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TABLE I (Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	92,000 *
2	86,020 *
3	79,750 *
4	77,000 *
5	76,552 *
6	72,974 *
7	70,500 *
8	70,000 *
9	68,256 *
10	67,200 *
11	66,150 *
12	65,508 *
13	(65,000) *
14	64,170 *
15	64,080 *
16	63,862 *
17	63,600 *
18	62,500 *
19	61,716 *
20	61,662 *
21	61,000 *
22	60,000 *
23	59,890 *
24	59,616 *
25	59,040 *
26	58,400 *
27	58,023 *
28	57,978 *
29	57,770 *
30	57,300 *
31	(55,917) *
32	55,900 *
33	55,000 *
34	55,000 *
35	55,000 *
36	54,960 *
37	54,328 *
38	54,019 *
39	53,443 *
40	53,050 *
41	52,000 *
42	51,826 *
43	51,500 *
44	(51,064) *
45	50,000 *
46	50,000 *
47	49,820 *
48	49,512 *
49	49,350 *
50	48,738 *
51	47,955 *
52	47,404 *
53	46,050 *
54	46,000 *
55	(45,906) *
56	45,500 *
57	45,000 *

RANK	SALARY
58	45,000 *
59	44,635 *
60	44,520 *
61	43,725 *
62	42,524 *
63	42,350 *
64	42,184 *
65	42,060 *
66	41,575 *
67	40,400 *
68	39,473 *
69	39,431 *
70	38,339 *
71	38,000 *
72	37,500 *
73	37,100 *
74	36,575 *
75	32,000 *
76	24,960 *

AVERAGE "M" 57,522

AVERAGE ALL 54,120

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	90,000 *
2	85,330 *
3	79,500 *
4	74,000 *
5	67,000 *
6	(65,000) *
7	65,000 *
8	63,000 *
9	62,643 *
10	62,255 *
11	61,704 *
12	60,000 *
13	58,850 *
14	57,226 *
15	56,664 *
16	56,497 *
17	56,211 *
18	(55,917) *
19	55,000 *
20	54,236 *
21	54,000 *
22	53,635 *
23	53,160 *
24	52,993 *
25	52,750 *
26	52,500 *
27	52,193 *
28	52,000 *
29	50,880 *
30	50,553 *
31	50,000 *
32	49,426 *

RANK	SALARY
33	49,273 *
34	48,828 *
35	48,610 *
36	48,500 *
37	48,357 *
38	48,000 *
39	46,804 *
40	46,200 *
41	45,947 *
42	(45,906) *
43	(45,732) *
44	45,500 *
45	45,154 *
46	45,000 *
47	44,704 *
48	44,364 *
49	44,360 *
50	43,792 *
51	43,688 *
52	43,668 *
53	43,500 *
54	43,000 *
55	42,471 *
56	42,425 *
57	42,190 *
58	42,047 *
59	41,315 *
60	41,313 *
61	41,302 *
62	41,232 *
63	41,033 *
64	41,000 *
65	40,805 *
66	39,562 *
67	39,300 *
68	39,000 *
69	38,600 *
70	38,076 *
71	37,128 *
72	37,112 *
73	36,750 *
74	36,670 *
75	36,000 *
76	35,962 *
77	35,938 *
78	35,170 *
79	35,000 *
80	35,000 *
81	34,461 *
82	34,327 *
83	34,268 *
84	34,201 *
85	33,647 *
86	33,600 *
87	33,570 *
88	33,030 *
89	32,270 *
90	32,619 *

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TABLE I (Continued)

(Continued)

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALIEN
SERVICES

RANK	SALARY
91	32,610 *
92	32,600
93	32,004
94	32,000
95	31,657 *
96	31,500 *
97	31,500 *
98	31,452
99	31,232
100	31,185
101	31,000
102	30,252
103	29,344
104	29,302
105	28,684
106	28,594
107	28,474
108	28,828
109	26,032
110	26,000
111	24,720
112	24,000

AVERAGE *** 48,974

AVERAGE ALL 43,924

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION

RANK	SALARY
1	(98,700) *
2	97,306 *
3	91,700 *
4	90,800 *
5	90,650 *
6	89,700 *
7	82,800 *
8	80,290 *
9	(78,500) *
10	(78,000) *
11	77,647 *
12	77,605 *
13	76,975 *
14	75,157 *
15	75,000 *
16	74,900 *
17	73,600 *
18	73,000 *
19	72,050 *
20	69,514 *
21	69,102 *

RANK	SALARY
22	66,756 *
23	65,844 *
24	64,923 *
25	64,164 *
26	63,900 *
27	62,178 *
28	61,908 *
29	61,500 *
30	60,637 *
31	58,498 *
32	53,776 *
33	44,925
34	42,000
35	39,600 *
36	38,306
37	36,360
38	31,604 *
39	30,000
40	27,351

AVERAGE *** 72,010

AVERAGE ALL 66,692

RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH

RANK	SALARY
1	110,985 *
2	107,280 *
3	107,000 *
4	100,000 *
5	100,000 *
6	77,650 *
7	94,000 *
8	92,500
9	90,600 *
10	89,000 *
11	85,900 *
12	83,357 *
13	81,500 *
14	81,453 *
15	81,252 *
16	81,090
17	79,785 *
18	79,308 *
19	77,000 *
20	75,015 *
21	74,203 *
22	73,980 *
23	73,700 *
24	72,600 *
25	72,000
26	72,000 *
27	67,500 *
28	67,488
29	67,384
30	63,000 *
31	62,800
32	62,484 *

RANK	SALARY
33	59,552
34	59,240 *
35	57,000
36	54,720 *
37	39,500

AVERAGE *** 81,929

AVERAGE ALL 78,198

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	127,000 *
2	125,000 *
3	98,500 *
4	79,341 *
5	75,370 *
6	(94,400) *
7	72,400 *
8	70,000 *
9	48,462 *
10	47,000 *
11	45,250 *
12	45,000 *
13	43,500 *
14	42,721 *
15	42,500 *
16	40,892 *
17	40,500 *
18	40,290 *
19	39,500 *
20	39,332 *
21	39,000
22	38,394 *
23	37,792 *
24	37,600 *
25	37,000
26	36,000
27	36,000
28	33,924 *
29	33,600 *
30	33,000 *
31	32,551 *
32	32,240
33	30,000 *
34	29,800 *
35	(29,000) *
36	28,700
37	27,599 *
38	26,500
39	23,750

AVERAGE *** 93,845

AVERAGE ALL 81,241

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TABLE I (Continued)

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)		RANK	SALARY	RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH	
RANK	SALARY			RANK	SALARY
1	100,000 *	56	52,500	1	78,750 *
2	99,000 *	57	52,500 *	2	77,000 *
3	85,860 *	58	52,200 *	3	69,539 *
4	80,100 *	59	52,200 *	4	69,131 *
5	79,400	60	51,800 *	5	64,650 *
6	(75,108)	61	51,547 *	6	63,538
7	73,299 *	62	50,700 *	7	61,290 *
8	72,461 *	63	50,682 *	8	60,076 *
9	72,000 *	64	50,648	9	59,118 *
10	71,964 *	65	50,111	10	58,300 *
11	71,500 *	66	50,004	11	57,800 *
12	69,497 *	67	50,000 *	12	57,000 *
13	66,200	68	49,728	13	56,805 *
14	65,775 *	69	49,700 *	14	54,800
15	64,800 *	70	48,407 *	15	54,786 *
16	(64,438) *	71	47,940 *	16	56,724
17	63,800 *	72	47,850 *	17	56,400 *
18	63,140 *	73	47,500	18	56,112 *
19	62,863 *	74	47,150 *	19	56,100
20	62,600	75	47,020 *	20	56,000 *
21	62,500	76	46,800	21	56,000 *
22	62,000 *	77	46,500	22	55,400
23	61,702 *	78	46,458	23	55,150 *
24	60,550 *	79	45,700 *	24	54,660
25	60,187 *	80	45,684	25	54,650 *
26	59,880 *	81	45,642	26	53,940
27	59,527 *	82	45,000 *	27	53,690 *
28	59,257 *	83	45,000 *	28	53,600
29	59,000 *	84	44,646 *	29	53,544
30	58,375 *	85	43,740	30	53,250 *
31	58,300 *	86	43,704	31	53,000 *
32	58,167	87	43,704	32	52,600 *
33	57,943 *	88	43,499 *	33	52,560 *
34	57,200 *	89	42,780 *	34	52,500 *
35	57,200	90	42,547	35	52,250 *
36	56,676 *	91	41,388 *	36	52,200 *
37	56,500	92	41,230 *	37	51,900
38	56,412 *	93	40,019	38	51,500 *
39	56,343 *	94	39,831 *	39	51,178 *
40	56,266	95	39,791	40	51,162 *
41	56,160	96	38,760 *	41	51,150
42	55,650 *	97	37,875	42	50,436
43	55,356 *	98	37,286	43	50,307 *
44	55,200	99	37,220 *	44	50,000
45	54,999 *	100	36,445 *	45	49,934 *
46	54,750 *	101	36,225	46	49,900 *
47	54,700 *	102	36,130 *	47	49,500 *
48	54,000	103	35,860	48	(49,245) *
49	53,900 *	104	35,315 *	49	49,126
50	53,560 *	105	34,500 *	50	48,800 *
51	53,304 *	106	34,300 *	51	48,792 *
52	53,125 *	107	34,000	52	48,600 *
53	53,000				
54	52,653	AVERAGE "A"	55,722		
55	52,500	AVERAGE ALL	53,725		

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TABLE I (Continued)

(Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
53	48,500
54	48,400 *
55	48,195 *
56	47,842 *
57	46,800 *
58	46,720 *
59	46,448 *
60	46,049 *
61	45,600 *
62	45,000 *
63	45,000 *
64	45,000
65	44,990
66	44,400 *
67	44,328
68	44,271 *
69	44,250 *
70	44,100 *
71	43,206 *
72	43,180
73	43,000 *
74	42,900
75	42,670 *
76	42,518
77	42,000
78	41,540
79	41,504 *
80	41,228 *
81	40,700
82	40,688
83	40,500 *
84	40,479 *
85	40,000 *
86	39,917
87	39,520
88	39,042
89	38,472
90	38,373
91	37,875
92	35,000 *
93	35,000 *
94	34,600
95	34,569 *
96	34,290 *
97	33,500
98	33,240
99	32,815 *
100	29,484
101	28,000
102	23,228 *
AVERAGE ***	49,805
AVERAGE ALL	48,307

DEANS:
AGRICULTURE

RANK	SALARY
1	110,000 *
2	107,100 *
3	106,500 *
4	100,000 *
5	99,950 *
6	(98,916) *
7	96,600 *
8	95,000 *
9	93,800 *
10	93,500 *
11	93,300 *
12	93,000 *
13	92,400 *
14	92,000 *
15	90,250 *
16	87,363 *
17	86,004 *
18	85,656 *
19	85,030 *
20	85,000 *
21	82,807 *
22	82,400 *
23	82,000 *
24	80,538 *
25	(78,500) *
26	77,400 *
27	76,369 *
28	74,905 *
29	74,900 *
30	74,530 *
31	74,148 *
32	73,944 *
33	73,200 *
34	73,000 *
35	72,000 *
36	72,000 *
37	71,879 *
38	71,190 *
39	68,291 *
40	68,078 *
41	66,600 *
42	66,600 *
43	64,320 *
44	61,160 *
45	60,000
46	59,500 *
47	(59,329)
48	58,047 *
49	51,661
50	41,748 *
AVERAGE ***	81,032
AVERAGE ALL	79,646

DEANS:
ARCHITECTURE

RANK	SALARY
1	95,000 *
2	94,400 *
3	91,680 *
4	90,100 *
5	90,000 *
6	89,169 *
7	89,000 *
8	88,000 *
9	87,610 *
10	86,538 *
11	85,300 *
12	85,000 *
13	82,000 *
14	80,240 *
15	73,000 *
16	77,000 *
17	77,000
18	76,176 *
19	75,709 *
20	73,308 *
21	73,000 *
22	72,502 *
23	72,288 *
24	72,000 *
25	71,400 *
26	70,000 *
27	70,000 *
28	70,000 *
29	69,690 *
30	69,531 *
31	68,874
32	68,800 *
33	68,000
34	67,215 *
35	66,560 *
36	66,113 *
37	64,900 *
38	64,435 *
39	62,100 *
40	60,120 *
41	54,727 *
AVERAGE ***	76,408
AVERAGE ALL	75,938

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TABLE I (Continued)

DEANS:
ARTS AND LETTERS

RANK	SALARY
1	(79,400) *
2	88,450 *
3	95,500
4	85,000
5	79,223 *
6	78,000 *
7	74,952
8	71,500 *
9	70,554 *
10	66,084 *
11	65,984

AVERAGE *** 79,063

AVERAGE ALL 78,625

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	119,340 *
2	106,500 *
3	105,200 *
4	101,700 *
5	98,500 *
6	97,600 *
7	96,772 *
8	96,300 *
9	94,500 *
10	93,500
11	92,106 *
12	92,000 *
13	91,900 *
14	90,000 *
15	88,000 *
16	87,000 *
17	86,950 *
18	85,800 *
19	85,500 *
20	85,000 *
21	85,000 *
22	85,000 *
23	85,000 *
24	84,586 *
25	83,513 *
26	82,868 *
27	82,834 *
28	82,700
29	81,950
30	80,940
31	80,004 *
32	80,000 *
33	79,350 *
34	79,876 *
35	79,795 *

36	79,324
37	79,300 *
38	78,174 *
39	79,000 *
40	77,910
41	77,870 *
42	77,500
43	77,400
44	77,000
45	76,500 *
46	75,642 *
47	75,407 *
48	75,328 *
49	75,200 *
50	75,100 *
51	75,000
52	74,700
53	74,484
54	74,392 *
55	74,000 *
56	71,598 *
57	71,050
58	71,000
59	70,668 *
60	70,000 *
61	70,000 *
62	70,000
63	69,500 *
64	69,000
65	68,900
66	68,671 *
67	68,291 *
68	68,125 *
69	68,000
70	67,874 *
71	66,994 *
72	66,723
73	66,600
74	66,274
75	65,550
76	65,000
77	63,596
78	62,754 *
79	61,408
80	60,840
81	60,710
82	60,500
83	60,121
84	59,500 *
85	58,936
86	58,500
87	57,850
88	56,451
89	55,200 *
90	50,633

AVERAGE *** 81,600

AVERAGE ALL 76,973

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	132,000 *
2	130,840 *
3	121,500 *
4	120,000 *
5	120,000 *
6	113,000 *
7	106,000 *
8	102,600 *
9	102,000 *
10	101,500 *
11	100,500 *
12	100,000 *
13	98,800
14	98,800 *
15	98,300 *
16	97,151 *
17	97,125 *
18	96,600 *
19	94,500 *
20	94,500 *
21	94,500 *
22	93,048 *
23	92,700 *
24	92,700 *
25	91,771 *
26	91,000 *
27	90,769
28	90,000 *
29	89,500 *
30	89,000 *
31	88,715 *
32	88,000 *
33	88,000 *
34	87,773
35	87,500 *
36	87,150 *
37	86,400 *
38	86,300
39	86,100 *
40	85,198 *
41	84,000 *
42	85,000 *
43	85,000
44	83,844 *
45	82,909 *
46	82,892
47	82,795 *
48	82,775 *
49	82,665 *
50	82,600 *
51	82,092 *
52	81,400 *

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TABLE I (Continued)

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DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
53	81,000
54	80,695
55	80,000
56	80,000
57	80,000 *
58	80,000 *
59	80,000
60	79,450
61	79,310 *
62	79,000
63	78,174 *
64	77,100 *
65	76,960
66	76,200 *
67	75,675 *
68	75,117 *
69	75,000 *
70	75,000 *
71	74,764
72	74,734
73	74,100
74	74,068 *
75	73,836
76	73,804 *
77	73,588
78	73,500
79	73,500
80	73,500
81	73,500 *
82	73,392 *
83	73,250
84	73,236 *
85	72,900 *
86	72,716 *
87	71,800 *
88	71,646 *
89	71,555 *
90	71,500
91	71,300 *
92	70,761 *
93	70,527
94	70,500
95	70,200
96	70,000
97	68,785
98	68,595 *
99	68,291 *
100	68,000
101	67,600 *
102	67,300
103	67,200 *
104	66,450
105	66,000 *
106	65,350

RANK	SALARY
107	65,000
108	65,000 *
109	64,764 *
110	64,200
111	64,000
112	63,650
113	63,590
114	63,380
115	62,719
116	60,268
117	60,267 *
118	60,121
119	59,999 *
120	59,500 *
121	59,682
122	59,000
123	57,000 *
124	56,500
125	51,200 *

AVERAGE *** 64,702

AVERAGE ALL 60,274

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	94,000 *
2	82,800 *
3	79,200 *
4	79,600 *
5	76,877 *
6	76,451 *
7	76,120 *
8	74,018 *
9	72,480 *
10	(72,080)
11	71,534 *
12	71,500 *
13	71,400 *
14	70,500 *
15	70,036 *
16	70,000 *
17	69,500 *
18	69,132 *
19	69,000 *
20	68,575
21	68,500 *
22	68,176 *
23	67,704 *
24	67,156 *
25	66,930 *
26	66,800 *
27	66,672
28	66,250 *
29	66,250
30	65,962 *
31	64,850
32	64,690 *
33	64,154
34	63,525 *
35	53,524 *

RANK	SALARY
36	63,396
37	63,000 *
38	62,700 *
39	62,400
40	62,204 *
41	61,932 *
42	61,915
43	61,821 *
44	61,714 *
45	61,513
46	60,720 *
47	60,500
48	60,121
49	59,000
50	58,900
51	58,800 *
52	57,700 *
53	57,612
54	57,300
55	56,983 *
56	56,752 *
57	56,200 *
58	56,100
59	56,000 *
60	55,600
61	55,522 *
62	55,500
63	54,479
64	54,444
65	53,226
66	53,000 *
67	52,693 *
68	52,250
69	52,231 *
70	52,140 *
71	51,900
72	51,599 *
73	51,000 *
74	50,820
75	50,045 *
76	50,000
77	50,000
78	50,000
79	49,778
80	48,147
81	47,602 *
82	46,240 *
83	45,700 *
84	44,762
85	43,487 *
86	42,678 *
87	41,640
88	40,560
89	39,216
90	38,384
91	29,330 *

AVERAGE *** 62,900

AVERAGE ALL 60,049

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TABLE I (Continued)

DEANS: EARTH SCIENCES/ NATURAL RESOURCES		RANK	SALARY	RANK	SALARY
		39	76,537 *	101	60,000
		40	75,524 *	102	60,000 *
		41	75,407 *	103	59,600 *
		42	75,238	104	57,550
RANK	SALARY	43	75,000	105	59,500 *
1	102,900 *	44	74,200	106	58,500
2	79,355 *	45	74,000	107	58,000
3	73,632 *	46	73,700 *	108	57,600
4	72,750 *	47	73,272 *	109	57,500 *
5	70,560 *	48	73,236 *	110	56,617 *
6	70,000 *	49	73,080	111	56,150
7	59,300 *	50	73,025	112	56,100 *
8	58,194	51	73,000 *	113	56,000
		52	72,600	114	56,000
AVERAGE ***	76,885	53	(72,558) *	115	56,000 *
		54	72,213 *	116	55,100 *
AVERAGE ALL	74,549	55	71,760 *	117	55,058
		56	71,530	118	53,772
		57	71,350	119	53,000
DEANS: EDUCATION		58	71,040	120	51,200 *
		59	71,012 *	121	50,000 *
		60	71,000 *		
RANK	SALARY	61	70,700	AVERAGE ***	74,701
1	79,300 *	62	70,257 *		
2	77,700 *	63	70,200	AVERAGE ALL	71,485
3	97,600 *	64	70,008		
4	96,000 *	65	70,000 *		
5	95,400 *	66	69,977 *		
6	90,558 *	67	69,900 *		
7	99,200	68	69,443 *		
8	89,900 *	69	69,000 *		
9	88,000 *	70	69,000 *		
10	87,300 *	71	69,000		
11	96,760 *	72	68,675 *		
12	86,275 *	73	68,514		
13	85,700 *	74	68,364 *		
14	85,500 *	75	68,100 *		
15	85,431 *	76	67,980 *		
16	85,250 *	77	67,710 *		
17	84,000 *	78	67,000		
18	83,500 *	79	66,200		
19	93,387 *	80	65,856 *		
20	83,375 *	81	65,812 *		
21	82,992 *	82	65,620		
22	81,700 *	83	65,500 *		
23	81,300 *	84	65,472		
24	81,200 *	85	65,027 *		
25	81,000 *	86	65,000		
26	81,000	87	64,400 *		
27	80,879 *	88	64,334		
28	80,625 *	89	64,000		
29	80,200 *	90	63,965 *		
30	80,000 *	91	63,945		
31	79,855 *	92	61,950		
32	79,400 *	93	61,884		
33	78,270 *	94	61,470		
34	78,000 *	95	61,250		
35	78,000 *	96	61,077 *		
36	77,860 *	97	60,719		
37	77,270 *	98	60,708		
38	77,252 *	99	60,121		
		100	60,000 *		

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DEANS: ENGINEERING		RANK	SALARY	DEANS: FINE ARTS	
RANK	SALARY			RANK	SALARY
1	140,004 *	58	82,379 *	1	94,000 *
2	135,000 *	59	81,290 *	2	86,079 *
3	115,444 *	60	81,000 *	3	84,340 *
4	110,000 *	61	80,682 *	4	84,791 *
5	108,500 *	62	80,200 *	5	82,700 *
6	108,000 *	63	80,196 *	6	78,780 *
7	107,600 *	64	80,000 *	7	77,200 *
8	107,000 *	65	79,991 *	8	77,097 *
9	106,000 *	66	79,900 *	9	76,779 *
10	105,150 *	67	79,206 *	10	76,000 *
11	102,708 *	68	78,100 *	11	72,721 *
12	101,500 *	69	78,541 *	12	72,600 *
13	100,500 *	70	77,396 *	13	70,400 *
14	100,000 *	71	77,250 *	14	70,344 *
15	99,500 *	72	77,000 *	15	70,008 *
16	99,300 *	73	77,000 *	16	70,000 *
17	99,200 *	74	76,971 *	17	70,000 *
18	98,985 *	75	76,680 *	18	69,504 *
19	98,520 *	76	76,599 *	19	69,120 *
20	98,500 *	77	76,560 *	20	68,527 *
21	98,080 *	78	76,500 *	21	67,000 *
22	98,019 *	79	76,080 *	22	66,560 *
23	97,500 *	80	75,800 *	23	64,700 *
24	97,100 *	81	75,740 *	24	64,344 *
25	97,000 *	82	75,000 *	25	63,600 *
26	96,800 *	83	74,478 *	26	63,550 *
27	96,700 *	84	74,398 *	27	63,000 *
28	96,425 *	85	73,750 *	28	62,950 *
29	95,087 *	86	73,588 *	29	62,500 *
30	95,000 *	87	73,500 *	30	61,000 *
31	94,897 *	88	73,500 *	31	60,099 *
32	93,100 *	89	72,345 *	32	59,750 *
33	93,048 *	90	(72,306)	33	58,680 *
34	92,000 *	91	71,244 *	34	55,636 *
35	90,204 *	92	71,031 *	35	54,564 *
36	90,000 *	93	70,716 *	36	54,000 *
37	90,000 *	94	70,500 *	37	52,000 *
38	89,347 *	95	70,350 *	38	50,100 *
39	89,200 *	96	69,960 *	39	50,000 *
40	89,000 *	97	68,400 *		
41	89,000 *	98	68,000 *		
42	88,870 *	99	67,470 *		
43	88,500 *	100	67,095 *		
44	88,000 *	101	66,704 *		
45	88,000 *	102	65,600 *		
46	87,312 *	103	65,000 *		
47	86,000 *	104	63,660 *		
48	85,000 *	105	62,000 *		
49	85,000 *	106	61,440 *		
50	85,000 *	107	61,010 *		
51	84,800 *	108	61,000 *		
52	83,804 *	109	54,766 *		
53	83,500 *				
54	83,357 *				
55	83,347 *				
56	83,000 *				
57	82,500 *				
		AVERAGE ***	88,372	AVERAGE ***	70,130
		AVERAGE ALL	85,096	AVERAGE ALL	58,110

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DEANS:		RANK	SALARY	RANK	SALARY
FORESTRY		31	76,000	93	55,000
		32	75,869 *	94	53,900 *
		33	(75,109)	95	53,750
		34	75,000 *	96	53,164
RANK	SALARY	35	75,000 *	97	52,458
1	95,100 *	36	75,000	98	52,200 *
2	85,700 *	37	74,983 *	99	52,000 *
3	85,656 *	38	74,715 *	100	51,140 *
4	85,160 *	39	73,629 *	101	51,000
5	76,518 *	40	73,517	102	50,150
6	76,430 *	41	73,090	103	48,400
7	75,440	42	73,044		
8	75,096 *	43	72,800	AVERAGE ***	76,414
9	72,000 *	44	72,000 *		
10	70,100 *	45	71,086 *	AVERAGE ALL	71,457
11	69,891 *	46	71,059 *		
12	58,500 *	47	71,000 *		
13	63,300	48	71,000 *		
14	60,719	49	70,900	DEANS:	
15	59,124 *	50	70,728 *	HEALTH/PHYSICAL	
16	52,000 *	51	70,300 *	EDUC/RECREATION	
		52	70,200 *		
AVERAGE ***	74,022	53	70,000 *	RANK	SALARY
		54	69,690 *	1	93,400 *
AVERAGE ALL	72,647	55	69,400 *	2	91,000 *
		56	69,000	3	90,000 *
		57	69,000 *	4	76,006
		58	68,700	5	75,450 *
DEANS:		59	68,000 *	6	74,172 *
GRADUATE		60	67,599 *	7	72,794 *
		61	67,000	8	67,482 *
		62	66,064	9	62,900 *
RANK	SALARY	63	66,094 *	10	62,000 *
1	127,000 *	64	65,278 *	11	(61,976) *
2	105,000 *	65	64,700	12	59,112 *
3	103,000 *	66	64,000	13	58,500
4	100,173 *	67	63,900	14	58,240
5	99,500 *	68	63,673	15	58,000 *
6	98,341 *	69	63,600 *	16	56,700
7	98,000 *	70	63,100	17	50,100
8	97,105	71	62,835 *		
9	96,800 *	72	62,600	AVERAGE ***	59,964
10	94,000 *	73	62,500		
11	93,800 *	74	62,000 *	AVERAGE ALL	57,014
12	91,920 *	75	61,735		
13	91,355 *	76	61,397		
14	90,100 *	77	60,865		
15	87,000	78	60,743		
16	85,450 *	79	60,121		
17	85,228 *	80	60,000 *		
18	82,500 *	81	59,900		
19	82,000 *	82	59,054 *		
20	80,300 *	83	59,000 *		
21	79,926 *	84	58,924		
22	79,500 *	85	58,500		
23	79,500 *	86	58,300		
24	78,900 *	87	58,100 *		
25	78,732 *	88	57,800		
26	78,140 *	89	57,024		
27	77,800 *	90	56,707		
28	77,139 *	91	56,100		
29	76,942	92	55,410 *		
30	76,024 *				

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DEANS: HEALTH-RELATED PROFESSIONS		RANK	SALARY	RANK	SALARY
RANK	SALARY	12	56,000	10	108,605 *
1	109,500 *	13	65,000 *	11	108,040 *
2	98,000 *	14	60,500 *	12	107,960 *
3	97,300	15	60,200 *	13	107,500 *
4	97,200 *	16	57,000	14	107,400 *
5	95,944 *	17	56,256	15	107,000 *
6	95,500	AVERAGE ***	73,846	16	106,800 *
7	94,588 *	AVERAGE ALL	71,491	17	106,000 *
8	93,750 *	DEANS: JOURNALISM/ COMMUNICATION		18	106,000 *
9	93,739 *	RANK	SALARY	19	103,188
10	97,000	1	99,000 *	20	102,840 *
11	96,538 *	2	88,000 *	21	102,000 *
12	95,072 *	3	88,000 *	22	101,800 *
13	94,200 *	4	87,280 *	23	100,982 *
14	93,840 *	5	83,600 *	24	100,180 *
15	93,680	6	82,416 *	25	100,000 *
16	92,500	7	82,000 *	26	100,000 *
17	92,304 *	8	79,700 *	27	97,600
18	92,000 *	9	79,686 *	28	96,500 *
19	89,500	10	77,825 *	29	94,800
20	88,000	11	76,270 *	30	93,100 *
21	86,900 *	12	75,600 *	31	92,185 *
22	86,800	13	72,800 *	32	92,000
23	86,476	14	72,500 *	33	91,000 *
24	86,200 *	15	72,500 *	34	90,615 *
25	85,540 *	16	71,300 *	35	90,557
26	(83,546)	17	69,900 *	36	90,000 *
27	83,000	18	68,420 *	37	89,500 *
28	82,794 *	19	67,000 *	38	89,728 *
29	80,000	20	66,500 *	39	89,536 *
30	82,660 *	21	66,056 *	40	89,011 *
31	82,363	22	64,904 *	41	84,493 *
32	82,300	23	63,000 *	42	83,900 *
33	82,214	24	61,944 *	43	81,500 *
34	82,127	25	58,000	44	81,204 *
35	82,039	26	44,171 *	45	80,500 *
36	81,952	AVERAGE ***	74,000	46	80,000
37	81,865	AVERAGE ALL	73,393	47	76,875 *
38	81,778	DEANS: LAW		48	74,442 *
39	81,691	RANK	SALARY	49	73,725 *
40	81,604	1	135,000 *	50	73,436 *
41	81,517	2	129,835 *	51	64,911 *
42	81,430	3	125,000 *	52	62,830 *
43	81,343	4	124,667 *	AVERAGE ***	97,810
44	81,256	5	123,100 *	AVERAGE ALL	97,692
45	81,169	6	120,500 *		
46	81,082	7	120,000		
47	80,995	8	119,600 *		
48	80,908	9	116,000 *		
49	80,821				
50	80,734				
51	80,647				
52	80,560				
53	80,473				
54	80,386				
55	80,299				
56	80,212				
57	80,125				
58	80,038				
59	79,951				
60	79,864				
61	79,777				
62	79,690				
63	79,603				
64	79,516				
65	79,429				
66	79,342				
67	79,255				
68	79,168				
69	79,081				
70	78,994				
71	78,907				
72	78,820				
73	78,733				
74	78,646				
75	78,559				
76	78,472				
77	78,385				
78	78,298				
79	78,211				
80	78,124				
81	78,037				
82	77,950				
83	77,863				
84	77,776				
85	77,689				
86	77,602				
87	77,515				
88	77,428				
89	77,341				
90	77,254				
91	77,167				
92	77,080				
93	76,993				
94	76,906				
95	76,819				
96	76,732				
97	76,645				
98	76,558				
99	76,471				
100	76,384				
101	76,297				
102	76,210				
103	76,123				
104	76,036				
105	75,949				
106	75,862				
107	75,775				
108	75,688				
109	75,601				
110	75,514				
111	75,427				
112	75,340				
113	75,253				
114	75,166				
115	75,079				
116	74,992				
117	74,905				
118	74,818				
119	74,731				
120	74,644				
121	74,557				
122	74,470				
123	74,383				
124	74,296				
125	74,209				
126	74,122				
127	74,035				
128	73,948				
129	73,861				
130	73,774				
131	73,687				
132	73,600				
133	73,513				
134	73,426				
135	73,339				
136	73,252				
137	73,165				
138	73,078				
139	72,991				
140	72,904				
141	72,817				
142	72,730				
143	72,643				
144	72,556				
145	72,469				
146	72,382				
147	72,295				
148	72,208				
149	72,121				
150	72,034				
151	71,947				
152	71,860				
153	71,773				
154	71,686				
155	71,599				
156	71,512				
157	71,425				
158	71,338				
159	71,251				
160	71,164				
161	71,077				
162	70,990				
163	70,903				
164	70,816				
165	70,729				
166	70,642				
167	70,555				
168	70,468				
169	70,381				
170	70,294				
171	70,207				
172	70,120				
173	70,033				
174	69,946				
175	69,859				
176	69,772				
177	69,685				
178	69,598				
179	69,511				
180	69,424				
181	69,337				
182	69,250				
183	69,163				
184	69,076				
185	68,989				
186	68,902				
187	68,815				
188	68,728				
189	68,641				
190	68,554				
191	68,467				
192	68,380				
193	68,293				
194	68,206				
195	68,119				
196	68,032				
197	67,945				
198	67,858				
199	67,771				
200	67,684				
201	67,597				
202	67,510				
203	67,423				
204	67,336				
205	67,249				
206	67,162				
207	67,075				
208	66,988				
209	66,901				
210	66,814				
211	66,727				
212	66,640				
213	66,553				
214	66,466				
215	66,379				
216	66,292				
217	66,205				
218	66,118				
219	66,031				
220	65,944				
221	65,857				
222	65,770				
223	65,683				
224	65,596				
225	65,509				
226	65,422				
227	65,335				
228	65,248				
229	65,161				
230	65,074				
231	64,987				
232	64,900				
233	64,813				
234	64,726				
235	64,639				
236	64,552				
237	64,465				
238	64,378				
239	64,291				
240	64,204				
241	64,117				
242	64,030				
243	63,943				
244	63,856				
245	63,769				
246	63,682				
247	63,595				
248	63,508				
249	63,421				
250	63,334				
251	63,247				
252	63,160				
253	63,073				
254	62,986				
255	62,899				
256	62,812				
257	62,725				
258	62,638				
259	62,551				
260	62,464				
261	62,377				
262	62,290				
263	62,203				
264	62,116				
265	62,029				
266	61,942				
267	61,855				
268	61,768				
269	61,681				
270	61,594				
271	61,507				
272	61,420				
273	61,333				
274	61,246				
275	61,159				
276	61,072				
277	60,985				
278	60,898				

TABLE I (Continued)

DEANS: LIBERAL ARTS		RANK	SALARY	DEANS: PUBLIC AFFAIRS	
		23	50,880 *		
		24	46,772		
		AVERAGE ***	57,609		
		AVERAGE ALL	56,292		
DEANS: MATHEMATICS		RANK	SALARY	DEANS: MUSIC	
		1	99,960 *		
		2	(96,616) *		
		3	90,100 *		
		4	58,200 *		
		5	57,600		
		AVERAGE ***	91,219		
		AVERAGE ALL	76,405		
DEANS: LIBRARY SCIENCE		RANK	SALARY	DEANS: PUBLIC AFFAIRS	
		1	106,000 *		
		2	96,900		
		3	86,000 *		
		4	85,700 *		
		5	84,960 *		
		6	76,552		
		7	76,000 *		
		8	75,096 *		
		9	73,263 *		
		10	72,600 *		
		11	71,610 *		
		12	67,932		
		13	58,425 *		
		14	57,405 *		
		15	(50,800)		
		AVERAGE ***	77,051		
		AVERAGE ALL	75,710		
DEANS: LIBRARY SCIENCE		RANK	SALARY	DEANS: PUBLIC AFFAIRS	
		1	92,000 *		
		2	98,055 *		
		3	85,088 *		
		4	81,500 *		
		5	79,000 *		
		6	76,293		
		7	75,648 *		
		8	74,520 *		
		9	73,500 *		
		10	69,200 *		
		11	67,123 *		
		12	65,674 *		
		13	64,150		
		14	63,240 *		
		15	60,000		
		16	58,300		
		17	58,000 *		
		18	50,100 *		
		19	56,000		
		20	40,660		
		AVERAGE ***	73,475		
		AVERAGE ALL	64,202		

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UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

DEANS: SCIENCE		RANK	SALARY	DEANS: UNDERGRADUATE STUDIES	
RANK	SALARY			RANK	SALARY
1	107,000 *	8	84,000 *	1	79,500 *
2	105,000 *	9	82,250 *	2	76,000 *
3	99,500 *	10	80,800 *	3	75,450 *
4	98,850 *	11	(80,000) *	4	75,000 *
5	97,657 *	12	80,000 *	5	(72,300) *
6	97,050 *	13	79,000 *	6	71,000 *
7	95,000 *	14	77,040 *	7	70,000 *
8	94,500 *	15	73,320 *	8	68,911 *
9	94,000 *	16	(72,550) *	9	68,628 *
10	86,760 *	17	70,000 *	10	64,900 *
11	(86,616) *	18	69,526 *	11	61,000 *
12	85,000 *	19	69,500 *	12	48,000 *
13	83,375 *	20	67,200 *		
14	83,000 *	21	57,000 *		
15	82,000 *	22	59,604 *		
16	80,400 *				
17	80,000 *	AVERAGE ***	83,015		
18	80,000 *				
19	79,500 *	AVERAGE ALL	78,836	AVERAGE ***	71,554
20	77,400 *			AVERAGE ALL	69,226
21	75,648 *	DEANS: SOCIAL WORK			
22	75,100 *				
23	73,956 *				
24	73,500 *	RANK	SALARY	DEANS: UNIVERSITY COLLEGE/ GENERAL COLLEGE	
25	72,000 *	1	112,434 *		
26	71,000 *	2	102,350 *		
27	70,000 *	3	91,046 *	RANK	SALARY
28	69,169 *	4	89,000 *	1	96,000 *
29	68,968 *	5	84,120 *	2	79,400 *
30	68,500 *	6	84,000 *	3	73,150 *
31	66,250 *	7	83,345 *	4	71,021 *
32	65,000 *	8	82,900 *	5	70,750 *
33	63,000 *	9	82,000 *	6	70,680 *
34	61,500 *	10	81,921 *	7	68,340 *
35	60,763 *	11	81,744 *	8	65,200 *
36	57,185 *	12	80,240 *	9	63,440 *
37	54,725 *	13	78,720 *	10	60,000 *
38	54,372 *	14	76,844 *	11	59,500 *
39	52,000 *	15	76,643 *	12	58,887 *
		16	75,000 *	13	57,670 *
		17	74,000 *	14	57,449 *
		18	73,044 *	15	56,500 *
		19	(72,550) *	16	56,375 *
		20	72,500 *	17	52,000 *
AVERAGE ***	85,504	21	72,396 *	18	51,984 *
		22	72,000 *		
AVERAGE ALL	77,791	23	68,917 *	AVERAGE ***	67,244
		24	68,896 *	AVERAGE ALL	64,908
		25	66,000 *		
DEANS: SOCIAL AND BEHAV- IORAL SCIENCES		26	65,380 *		
		27	64,357 *		
		28	62,332 *		
		29	61,252 *		
RANK	SALARY	30	60,300 *		
1	95,000 *	31	59,213 *		
2	91,100 *	32	57,848 *		
3	89,841 *	33	56,280 *		
4	88,000 *				
5	87,120 *	AVERAGE ***	75,809		
6	85,634 *				
7	85,000 *	AVERAGE ALL	75,435		

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UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	123,500 *
2	120,100 *
3	119,000 *
4	111,840 *
5	108,487 *
6	103,192 *
7	101,640 *
8	100,650 *
9	99,291 *
10	97,820 *
11	97,500 *
12	96,900 *
13	95,748 *
14	95,280 *
15	92,114 *
16	86,640 *
17	85,000 *
18	81,620 *
19	76,315 *

AVERAGE *** 99,011

AVERAGE ALL 99,526

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	203,500 *
2	192,440 *
3	168,640 *
4	168,200 *
5	157,600 *
6	155,000 *
7	151,579 *
8	151,500 *
9	145,530 *
10	142,941 *
11	140,000 *
12	138,625 *
13	136,100 *
14	126,000 *
15	125,000 *
16	122,500 *
17	120,000 *
18	119,706 *
19	115,416 *
20	114,450 *
21	113,815 *
22	109,572 *
23	108,000 *
24	107,958 *
25	107,816 *
26	105,000 *
27	104,290 *
28	104,240 *

RANK	SALARY
29	101,022 *
30	98,940 *
31	97,200 *
32	93,700 *
33	91,840 *
34	90,000 *
35	90,000 *
36	98,750 *
37	87,624 *
38	86,000 *
39	91,000 *
40	77,506 *
41	76,000 *

AVERAGE *** 119,841

AVERAGE ALL 120,605

MEDICAL DEANS:
NURSING

RANK	SALARY
1	105,946 *
2	103,000 *
3	94,497 *
4	93,733 *
5	92,610 *
6	90,300 *
7	90,000 *
8	89,250 *
9	87,874 *
10	87,200 *
11	87,000 *
12	86,920 *
13	85,000 *
14	84,300 *
15	83,357 *
16	83,061 *
17	82,836 *
18	81,350 *
19	80,775 *
20	79,369 *
21	79,342 *
22	79,155 *
23	76,430 *
24	76,100 *
25	75,000 *
26	73,630 *
27	73,164 *
28	73,000 *
29	72,400 *
30	71,196 *
31	71,000 *
32	70,864 *
33	70,500 *
34	70,000 *
35	69,924 *
36	68,400 *
37	58,377 *
38	67,255 *

RANK	SALARY
39	66,560 *
40	66,435 *
41	65,000 *
42	63,580 *
43	(63,546)
44	63,415 *
45	63,400 *
46	63,336 *
47	61,212 *
48	61,000 *
49	61,000 *
50	60,624 *
51	60,000 *
52	58,989 *
53	58,170 *
54	58,000 *
55	57,675 *
56	57,500 *
57	57,072 *
58	54,600 *
59	52,305 *
60	46,000 *

AVERAGE *** 75,410

AVERAGE ALL 73,199

MEDICAL DEANS:
OPTOMETRY

RANK	SALARY
1	99,000 *
2	91,240 *
3	79,900 *
4	74,117 *

AVERAGE *** 86,320

AVERAGE ALL 83,314

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UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I (Continued)

MEDICAL DEANS:
PHARMACY

RANK	SALARY
1	113,000 *
2	107,855 *
3	105,600 *
4	98,675 *
5	94,715 *
6	94,107 *
7	93,300 *
8	92,833 *
9	91,702 *
10	91,000 *
11	90,720 *
12	90,000 *
13	89,800 *
14	87,875 *
15	86,279 *
16	85,512 *
17	83,545 *
18	83,500 *
19	82,720 *
20	82,309 *
21	77,500 *
22	75,504 *
23	73,320 *
24	73,133 *
25	69,962 *
26	68,000 *
27	66,396 *
28	65,868 *
29	65,000 *
30	61,000 *
31	59,000 *
32	51,100 *
AVERAGE ***	93,586
AVERAGE ALL	82,714

MEDICAL DEANS:
VETERINARY
MEDICINE

RANK	SALARY
1	113,100 *
2	109,850 *
3	98,537 *
4	95,000 *
5	94,500 *
6	90,843 *
7	90,000 *
8	90,000 *
9	88,680 *
10	87,100 *
11	87,000 *
12	85,890 *
13	90,090 *
14	79,310 *
15	76,896 *
16	76,764 *
17	76,120 *
18	75,500 *
AVERAGE ***	88,621
AVERAGE ALL	88,621

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UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-eight participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Central Florida
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of South Alabama
University of South Carolina, Columbia
University of South Florida
University of Southern Mississippi
University of Tennessee - Knoxville

—ATLANTA REGION—

[illegible]

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
FALL 1987-88

TABLE II (Continued)
—ATLANTA REGION—

BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS		BUSINESS/FISCAL OFFICERS: TREASURER OR BOOKS		RANK	SALARY
RANK	SALARY	RANK	SALARY	15	40,408
1	102,000	1	80,400	16	40,356
2	99,345	2	(67,825)	17	40,332
3	99,000	3	63,500	18	40,262
4	96,000	4	53,878	19	40,075
5	94,500	5	51,636	20	39,900
6	86,000	6	39,000	21	38,110
7	85,500	7	38,685	22	36,700
8	84,928	8	38,600	23	35,568
9	83,235	9	37,500	24	33,600
10	81,936	10	36,460	25	32,150
11	81,850	11	32,500	26	30,680
12	81,500	12	31,961	27	27,976
13	75,548	13	31,696	AVERAGE	43,442
14	73,500	14	30,200	BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR	
15	72,800	15	28,833	RANK	SALARY
16	72,000	16	26,558	1	65,000
17	70,081	17	23,093	2	52,848
18	(68,400)	AVERAGE	42,049	3	51,900
19	68,600	BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER		4	49,755
20	63,972	RANK	SALARY	5	49,207
21	63,600	1	65,036	6	45,912
22	60,096	2	59,508	7	43,916
AVERAGE	80,225	3	45,577	8	43,405
BUSINESS/FISCAL OFFICERS: CONTROLLER		4	41,995	9	42,000
RANK	SALARY	5	32,792	10	42,000
1	77,000	6	28,000	11	41,800
2	75,000	AVERAGE	45,466	12	41,689
3	72,400	BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING		13	39,300
4	(67,825)	RANK	SALARY	14	39,040
5	65,000	1	60,050	15	37,887
6	62,700	2	60,000	16	37,236
7	59,265	3	56,300	17	36,745
8	58,700	4	53,605	18	36,500
9	56,740	5	50,004	19	35,820
10	56,026	6	50,000	20	35,407
11	55,000	7	49,090	21	32,970
12	52,800	8	48,665	22	31,200
13	52,700	9	48,108	23	29,000
14	52,323	10	45,166	24	28,636
15	51,681	11	45,044	25	26,508
16	50,971	12	44,117	AVERAGE	40,627
17	50,960	13	43,470		
18	48,654	14	43,200		
19	46,400				
20	46,220				
21	44,625				
22	43,274				
23	42,912				
24	39,400				
AVERAGE	55,380				

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
--ATLANTA REGION--

BUSINESS/FISCAL OFFICERS: BUDGET OFFICER		BUSINESS/FISCAL OFFICERS: DIRECTOR OF PERSONNEL		RANK	SALARY
RANK	SALARY	RANK	SALARY	21	61,164
1	72,100	1	75,000	22	60,185
2	63,036	2	70,000	23	60,000
3	57,955	3	67,039	24	56,000
4	56,676	4	(66,500)	25	49,140
5	56,652	5	60,220	AVERAGE	70,746
6	54,960	6	60,100	STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS	
7	54,108	7	58,500	RANK	SALARY
8	46,606	8	57,425	1	71,956
9	48,000	9	57,180	2	60,753
10	47,645	10	54,900	3	60,750
11	47,510	11	51,713	4	60,717
12	46,480	12	51,503	5	60,362
13	46,000	13	51,416	6	53,174
14	45,345	14	50,628	7	52,100
15	45,000	15	50,000	8	52,100
16	43,000	16	48,432	9	48,833
17	42,800	17	45,675	10	44,713
18	42,500	18	45,564	11	41,800
19	39,355	19	45,285	12	41,645
20	35,360	20	44,000	13	34,831
21	32,160	21	43,816	AVERAGE	52,555
22	32,000	22	43,460	STUDENT AFFAIRS OFFICERS: DEAN OF INTERNATIONAL STUDENTS	
AVERAGE	48,081	23	43,100	RANK	SALARY
BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL		24	42,828	1	52,884
RANK	SALARY	25	(42,012)	2	49,350
1	46,100	26	39,900	3	41,265
2	45,500	27	35,444	4	40,000
3	45,200	AVERAGE	51,914	5	36,200
4	44,490	STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS		6	35,217
5	43,604	RANK	SALARY	7	32,055
6	43,274	1	95,500	8	28,997
7	(42,012)	2	84,500	9	27,000
8	39,800	3	84,400	10	26,456
9	36,124	4	80,320	11	25,256
10	37,800	5	79,350	AVERAGE	36,069
11	37,500	6	77,900	UNIVERSITY OF ARKANSAS OFFICE OF INSTITUTIONAL RESEARCH RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1987-88	
12	33,204	7	77,175	46	
13	33,000	8	77,100	52	
14	32,364	9	76,000		
15	31,692	10	74,200		
16	31,000	11	72,200		
17	30,638	12	70,445		
18	27,530	13	70,000		
19	22,033	14	69,000		
20	21,611	15	67,737		
AVERAGE	36,324	16	66,040		
		17	65,800		
		18	65,102		
		19	65,000		
		20	64,400		

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	59,640
2	(57,500)
3	55,000
4	52,349
5	52,030
6	50,798
7	47,970
8	47,171
9	47,000
10	(46,600)
11	46,502
12	46,000
13	45,320
14	45,000
15	44,310
16	44,100
17	41,700
18	41,604
19	(41,076)
20	40,000
21	39,922
22	38,084
23	32,446
24	31,800
25	28,079
26	26,712
27	23,004

AVERAGE 43,357

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	70,350
2	67,750
3	64,739
4	61,500
5	59,034
6	(57,500)
7	57,250
8	57,243
9	49,117
10	48,000
11	47,000
12	(46,600)
13	46,200
14	46,000
15	44,310
16	42,300
17	42,323
18	41,500
19	41,500
20	(41,076)
21	40,731

RANK	SALARY
22	38,955
23	38,335
24	38,000
25	34,650
26	32,940
27	32,340
28	31,304

AVERAGE 47,095

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	52,738
2	51,735
3	50,034
4	49,200
5	48,725
6	44,935
7	44,170
8	44,000
9	43,386
10	41,316
11	41,264
12	41,228
13	41,124
14	40,950
15	40,173
16	39,939
17	39,931
18	39,641
19	39,600
20	38,830
21	37,000
22	35,000
23	34,308
24	34,300
25	33,955
26	33,744
27	33,000

AVERAGE 41,266

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	59,210
2	55,779
3	55,000
4	53,000
5	52,250
6	48,700
7	46,444
8	47,250
9	46,200
10	43,100
11	42,840

RANK	SALARY
12	41,500
13	41,000
14	37,100
15	35,928
16	35,700
17	35,000
18	33,888
19	33,569
20	32,661
21	31,518
22	30,660
23	30,000
24	28,875
25	26,743
26	26,136

AVERAGE 40,617

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	87,234
2	87,058
3	86,677
4	86,440
5	79,418
6	76,959
7	75,000
8	72,100
9	71,817
10	71,470
11	65,891
12	62,326
13	61,600
14	60,656
15	60,245
16	60,000
17	60,000
18	51,500
19	45,624
20	41,000
21	37,586

AVERAGE 66,707

OPERATIONS OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY
1	89,728
2	83,200
3	83,110
4	(78,000)
5	64,000

AVERAGE 79,608

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—ATLANTA REGION—

OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT		OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		RANK	SALARY
RANK	SALARY	RANK	SALARY	5	62,300
1	67,400	1	75,000	6	59,534
2	76,645	2	74,500	7	56,700
3	(76,000)	3	67,000	8	58,405
4	77,920	4	65,508	9	58,240
5	77,760	5	59,660	10	58,000
6	75,160	6	56,264	11	57,360
7	(74,050)	7	48,456	12	56,670
8	73,133	8	46,000	13	53,004
9	(68,900)	9	45,800	14	51,819
AVERAGE	76,176	10	44,900	15	51,467
OPERATIONS OFFICERS: VICE PRES FOR INSTI- TUTIONAL PLANNING		11	40,236	16	51,000
RANK	SALARY	12	40,000	17	50,400
1	76,845	13	34,519	18	49,000
2	(74,050)	14	34,000	19	48,951
3	73,850	15	33,800	20	48,828
4	65,084	AVERAGE	51,176	21	48,000
5	53,000	OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		22	48,438
6	51,604	RANK	SALARY	23	45,838
7	(49,245)	1	83,027	24	40,200
AVERAGE	63,383	2	59,500	25	40,020
OPERATIONS OFFICERS: LEGAL COUNSEL		3	58,032	OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY	
RANK	SALARY	4	56,689	RANK	SALARY
1	73,439	5	55,450	1	54,000
2	66,875	6	55,000	2	52,930
3	66,937	7	54,271	3	49,400
4	62,306	8	53,300	4	44,140
5	61,479	9	52,900	5	47,648
6	61,262	10	51,864	6	47,162
7	60,560	11	50,739	7	47,000
8	60,293	12	50,400	8	45,412
9	60,000	13	49,350	9	45,912
10	60,000	14	46,250	10	43,050
11	56,984	15	44,940	11	42,016
12	55,365	16	40,200	12	42,000
13	55,000	17	36,702	13	41,756
14	50,000	18	33,059	14	37,400
15	(47,040)	AVERAGE	51,873	15	36,000
AVERAGE	60,161	OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		16	35,974
OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT		RANK	SALARY	17	35,365
RANK	SALARY	1	76,800	18	33,619
1	67,400	2	67,745	19	33,241
2	76,645	3	66,156	20	32,508
3	(76,000)	4	65,867	21	30,020
4	77,920	OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		22	29,319
5	77,760	RANK	SALARY	23	27,166
6	75,160	1	83,027	24	26,964
7	(74,050)	2	59,500	25	24,480
8	73,133	3	58,032	AVERAGE	
9	(68,900)	4	56,689	39,622	
AVERAGE	76,176	5	55,450	OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY	
OPERATIONS OFFICERS: VICE PRES FOR INSTI- TUTIONAL PLANNING		6	55,000	RANK	SALARY
RANK	SALARY	7	54,271	1	54,000
1	76,845	8	53,300	2	52,930
2	(74,050)	9	52,900	3	49,400
3	73,850	10	51,864	4	44,140
4	65,084	11	50,739	5	47,648
5	53,000	12	50,400	6	47,162
6	51,604	13	49,350	7	47,000
7	(49,245)	14	46,250	8	45,412
AVERAGE	63,383	15	44,940	9	45,912
OPERATIONS OFFICERS: LEGAL COUNSEL		16	40,200	10	43,050
RANK	SALARY	17	36,702	11	42,016
1	73,439	18	33,059	12	42,000
2	66,875	AVERAGE	51,873	13	41,756
3	66,937	OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		14	37,400
4	62,306	RANK	SALARY	15	36,000
5	61,479	1	76,800	16	35,974
6	61,262	2	67,745	17	35,365
7	60,560	3	66,156	18	33,619
8	60,293	4	65,867	19	33,241
9	60,000	OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		20	32,508
10	60,000	RANK	SALARY	21	30,020
11	56,984	1	83,027	22	29,319
12	55,365	2	59,500	23	27,166
13	55,000	3	58,032	24	26,964
14	50,000	4	56,689	25	24,480
15	(47,040)	5	55,450	AVERAGE	
AVERAGE	60,161	6	55,000	39,622	

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TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

RANK	SALARY
1	164,300
2	94,000
3	80,136
4	80,100
5	77,486
6	77,250
7	76,000
8	75,000
9	72,710
10	62,000
11	57,400

AVERAGE 83,308

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	(93,000)
2	85,057
3	79,000
4	75,960
5	66,000
6	67,400
7	66,186
8	56,370

AVERAGE 74,249

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC RELATIONS/INFORMATION

RANK	SALARY
1	76,000
2	66,000
3	63,535
4	56,625
5	56,310
6	56,762
7	56,368
8	54,759
9	51,500
10	51,000
11	48,662
12	47,382
13	45,301
14	44,082
15	44,019
16	43,818
17	43,600
18	43,012
19	43,011

RANK	SALARY
20	42,010
21	40,448
22	40,630
23	39,270
24	34,300
25	33,234
26	32,172
27	31,702

AVERAGE 47,786

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE RELATIONS

RANK	SALARY
1	69,854
2	62,600
3	62,500
4	61,334
5	51,100
6	47,210
7	36,065
8	34,400

AVERAGE 53,395

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(93,480)
2	90,000
3	77,200
4	76,462
5	75,672
6	73,800
7	(66,400)
8	66,700
9	62,974

AVERAGE 76,243

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	78,750
2	72,974
3	68,256
4	66,150
5	(65,000)
6	64,060
7	62,500

RANK	SALARY
8	56,400
9	(55,917)
10	54,328
11	50,000
12	49,820
13	47,955
14	46,000
15	(45,906)
16	45,508
17	42,184
18	41,575
19	39,473
20	38,339
21	36,575

AVERAGE 53,795

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	85,330
2	74,000
3	67,000
4	(65,000)
5	58,850
6	56,211
7	(55,417)
8	55,000
9	53,160
10	50,553
11	46,628
12	46,357
13	(45,906)
14	(45,732)
15	42,190
16	37,128
17	37,112
18	35,938
19	34,461
20	34,327
21	32,970
22	32,000
23	31,452
24	26,666
25	26,828
26	24,000

AVERAGE 46,421

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TABLE II (Continued)
—ATLANTA REGION—

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION**

RANK	SALARY
1	91,700
2	90,800
3	90,650
4	(78,500)
5	(78,000)
6	76,975
7	64,102
8	34,600
9	36,300
AVERAGE	72,410

**RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH**

RANK	SALARY
1	116,985
2	107,000
3	92,500
4	89,000
5	69,400
6	81,453
7	79,785
8	77,000
9	72,000
10	67,500
11	67,486
12	54,240
13	34,500
AVERAGE	79,181

**RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN**

RANK	SALARY
1	105,000
2	85,000
3	79,000
4	76,000
5	73,000
6	(64,000)
7	67,559
AVERAGE	75,228

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	89,000
2	72,000
3	71,964
4	62,863
5	57,943
6	57,200
7	56,676
8	56,160
9	52,500
10	52,500
11	52,200
12	51,547
13	46,800
14	45,684
15	39,831
16	38,760
17	37,875
18	36,130
19	35,880
20	34,000
AVERAGE	52,376

**RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH**

RANK	SALARY
1	76,750
2	69,539
3	61,200
4	57,800
5	57,000
6	56,724
7	56,100
8	56,000
9	55,400
10	55,150
11	52,600
12	51,178
13	51,159
14	49,934
15	(49,245)
16	48,600
17	44,950
18	44,271
19	41,540
20	40,000
21	36,373
22	37,875
23	34,569
24	26,000
AVERAGE	50,667

**DEANS:
AGRICULTURE**

RANK	SALARY
1	96,600
2	92,400
3	90,250
4	(78,500)
5	77,400
6	74,900
7	74,530
8	66,600
9	(59,328)
AVERAGE	78,946

**DEANS:
ARCHITECTURE**

RANK	SALARY
1	90,100
2	88,000
3	85,000
4	77,000
5	70,000
6	70,000
7	70,000
8	69,600
9	64,435
AVERAGE	76,024

**DEANS:
ARTS AND SCIENCES**

RANK	SALARY
1	96,500
2	97,600
3	96,772
4	93,500
5	90,000
6	85,800
7	65,000
8	78,000
9	77,910
10	75,000
11	74,000
12	70,000
13	70,000
14	65,550
15	60,840
16	60,500
17	58,436
AVERAGE	78,700

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TABLE II (Continued)
—ATLANTA REGION—

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	132,000
2	121,500
3	102,000
4	100,500
5	97,151
6	91,000
7	90,769
8	89,500
9	89,000
10	87,500
11	86,300
12	83,844
13	82,909
14	82,852
15	80,000
16	79,450
17	75,675
18	73,804
19	73,500
20	73,500
21	71,800
22	71,300
23	70,527
24	65,350
25	64,000
26	63,590
AVERAGE	84,591

DEANS:
EDUCATION

RANK	SALARY
1	85,200
2	85,700
3	85,500
4	84,000
5	83,387
6	81,000
7	80,879
8	80,200
9	76,537
10	74,000
11	73,025
12	70,700
13	70,000
14	69,977
15	69,000
16	69,000
17	65,812
18	65,500
19	61,884
20	60,000
21	59,600
22	58,500
23	58,000
24	56,100
25	55,100
AVERAGE	71,310

DEANS:
FINE ARTS

RANK	SALARY
1	70,000
2	70,000
3	67,000
4	62,950
5	52,000
AVERAGE	64,352

DEANS:
FORESTRY

RANK	SALARY
1	86,100
2	85,700
3	85,160
4	76,518
5	72,000
6	68,500
AVERAGE	78,956

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	76,877
2	76,451
3	76,120
4	66,800
5	63,000
6	62,200
7	61,513
8	58,800
9	56,200
10	56,100
11	55,600
12	54,444
13	52,231
14	51,599
15	50,820
16	50,000
17	49,778
18	39,216
19	29,330
AVERAGE	57,215

DEANS:
ENGINEERING

RANK	SALARY
1	98,500
2	97,100
3	97,000
4	95,000
5	90,000
6	89,347
7	89,000
8	89,000
9	88,000
10	85,000
11	83,800
12	83,000
13	80,000
14	77,000
15	76,599
16	72,345
17	71,244
18	70,500
19	66,400
20	66,700
AVERAGE	83,377

DEANS:
GRADUATE

RANK	SALARY
1	105,000
2	99,500
3	91,355
4	80,300
5	79,500
6	77,800
7	77,139
8	76,942
9	76,000
10	75,000
11	73,629
12	72,000
13	71,059
14	71,000
15	67,599
16	63,900
17	60,865
18	60,743
19	58,500
20	57,800
21	57,024
22	56,100
AVERAGE	73,125

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TABLE II (Continued)
—ATLANTA REGION—

DEANS: HEALTH-RELATED PROFESSIONS		RANK	SALARY	DEANS: SOCIAL AND BEHAV- IORAL SCIENCES	
RANK	SALARY			RANK	SALARY
1	98,000	5	100,000	1	80,000
2	87,300	6	94,800	2	80,600
3	85,946	7	93,100	3	(80,000)
4	73,840	8	92,000	4	79,000
5	72,304	9	90,000	5	67,200
6	69,500	10	89,500		
7	66,900	11	85,011	AVERAGE	78,960
8	60,000	12	80,500		
9	57,814	AVERAGE	95,533		
AVERAGE	74,623				
DEANS: HOME ECONOMICS		DEANS: LIBERAL ARTS		DEANS: SOCIAL WORK	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	89,880	1	87,300	1	102,350
2	88,282	2	75,000	2	81,444
3	72,000	3	70,000	3	72,500
4	70,000	4	69,000	4	68,917
5	67,777	5	66,243	5	66,000
6	67,400	6	63,600	6	65,380
7	66,800	7	60,980	7	60,300
8	(59,328)	AVERAGE	70,590	8	56,280
AVERAGE	72,683			AVERAGE	71,684
DEANS: JOURNALISM/ COMMUNICATION		DEANS: LIBRARY SCIENCE		MEDICAL DEANS: DENTISTRY	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	88,000	1	80,200	1	120,100
2	79,700	2	75,000	2	111,840
3	77,625	3	64,100	3	103,192
4	76,270	4	64,000	4	97,520
5	69,900	5	56,955	5	85,000
6	67,000	6	56,280		
7	66,500	7	53,000	AVERAGE	103,530
8	64,904	AVERAGE	64,219		
AVERAGE	73,737			MEDICAL DEANS: MEDICINE	
DEANS: LAW		DEANS: SCIENCE		RANK	SALARY
RANK	SALARY	RANK	SALARY	1	165,000
1	107,500	1	(86,616)	2	151,500
2	107,000	2	85,000	3	145,530
3	106,000	3	83,000	4	136,625
4	100,962	4	82,000	5	119,706
		5	73,500	6	107,816
		6	71,000	7	104,240
		7	6,250	8	90,000
		8	54,725	9	76,000
		AVERAGE	75,261	AVERAGE	122,046

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TABLE II (Continued)
—ATLANTA REGION—

**MEDICAL DEANS:
NURSING**

RANK	SALARY
1	103,000
2	89,250
3	86,920
4	83,061
5	82,836
6	75,000
7	73,630
8	73,164
9	72,400
10	70,000
11	69,924
12	67,255
13	66,560
14	65,000
15	63,580
16	63,400
17	61,212
18	57,072
19	54,600
AVERAGE	72,519

**MEDICAL DEANS:
PHARMACY**

RANK	SALARY
1	98,675
2	90,000
3	87,875
4	85,868
5	85,000
AVERAGE	81,484

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-eight participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University-Bloomington
Kent State University
Miami University
Michigan State University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan at Ann Arbor
University of Minnesota-Twin Cities
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Western Michigan University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM
OF MULTI-CAMPUS
INSTITUTIONS

RANK	SALARY
1	140,000
2	129,000
3	120,225
4	109,650
5	107,000
6	105,000
7	104,700
8	104,000

AVERAGE 114,947

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	135,300
2	115,000
3	115,000
4	110,500
5	110,000
6	110,000
7	109,902
8	107,980
9	107,980
10	107,590
11	106,000
12	100,700
13	100,000
14	97,439
15	94,000
16	90,000
17	88,810
18	88,700
19	83,220
20	83,220
21	82,642

AVERAGE 102,160

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	128,400
2	(114,400)
3	110,000
4	101,000
5	95,000
6	92,500
7	88,000
8	(86,850)
9	86,000

RANK	SALARY
10	(85,000)
11	84,874
12	81,304
13	80,000
14	(79,440)
15	79,000
16	78,402
17	78,000
18	75,330
19	71,500

AVERAGE 89,218

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(114,480)
2	110,750
3	96,350
4	96,000
5	88,650
6	(86,850)
7	(85,000)
8	82,000
9	(79,440)
10	78,750

AVERAGE 91,831

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	102,500
2	89,800
3	87,000
4	86,350
5	86,150
6	85,000
7	80,700
8	80,000
9	77,602
10	75,000
11	72,591
12	71,300
13	71,046
14	67,450
15	63,900
16	62,598
17	61,776
18	61,008
19	60,900
20	60,700
21	60,000
22	59,800
23	59,600

RANK	SALARY
24	58,900
25	57,636
26	55,015
27	52,264

AVERAGE 70,734

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	74,200
2	70,650
3	53,000
4	53,000
5	52,402
6	52,000
7	49,550
8	47,891
9	47,808
10	47,800
11	47,700
12	45,300
13	45,100
14	44,640
15	43,000
16	42,800
17	42,144
18	39,105
19	38,300
20	38,221
21	37,999
22	34,000
23	34,000
24	32,592
25	25,900

AVERAGE 45,575

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TABLE II (Continued)
—CHICAGO REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPLYING
SERVICES

RANK	SALARY
1	91,800
2	79,280
3	79,090
4	77,733
5	74,300
6	72,862
7	71,760
8	71,360
9	68,400
10	68,000
11	67,323
12	66,650
13	66,300
14	66,000
15	65,500
16	65,350
17	65,300
18	64,866
19	62,600
20	61,960
21	61,700
22	61,618
23	61,500
24	61,500
25	61,210
26	59,850
27	59,364
28	57,264
29	53,760
30	52,800
31	51,750
32	51,425
33	47,100
34	46,864
35	40,008

AVERAGE 63,829

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	122,000
2	99,500
3	97,500
4	90,240
5	(86,700)
6	81,648
7	81,230
8	81,230
9	80,400
10	79,500
11	78,500
12	76,932

RANK	SALARY
13	76,800
14	76,650
15	76,320
16	72,760
17	71,000
18	(70,422)
19	69,900
20	68,292
21	68,244
22	61,200
AVERAGE	80,317

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	93,500
2	72,820
3	72,600
4	69,850
5	64,920
6	63,662
7	(63,000)
8	62,628
9	62,500
10	62,400
11	62,262
12	61,400
13	59,500
14	57,800
15	56,600
16	56,200
17	52,660
18	50,835
19	48,540
20	48,152
21	47,219
22	46,668
23	43,700

AVERAGE 59,969

BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR

RANK	SALARY
1	80,962
2	71,000
3	59,040
4	53,000
5	52,500
6	49,350
7	48,996
8	47,940

RANK	SALARY
9	47,300
10	44,500
11	38,500
12	33,642

AVERAGE 52,228

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	64,300
2	(63,000)
3	62,650
4	51,770
5	51,000
6	44,800

AVERAGE 56,253

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	63,525
2	58,135
3	53,846
4	52,500
5	51,600
6	51,000
7	50,851
8	50,060
9	48,500
10	48,168
11	47,948
12	46,650
13	45,600
14	43,960
15	42,360
16	42,000
17	41,760
18	40,000
19	39,460
20	35,850
21	34,911
22	33,100
23	32,860

AVERAGE 45,859

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TABLE II (Continued)
—CHICAGO REGION—

**BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR**

RANK	SALARY
1	64,400
2	63,800
3	55,190
4	49,840
5	49,500
6	47,550
7	45,633
8	45,200
9	45,012
10	43,320
11	43,000
12	42,904
13	42,550
14	42,540
15	42,370
16	41,975
17	41,820
18	41,505
19	38,988
20	38,054
21	37,500
22	35,285
AVERAGE	45,363

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	66,700
2	66,480
3	51,000
4	45,625
5	43,500
6	42,528
7	40,630
8	39,396
9	38,956
10	38,856
11	35,942
12	35,602
13	35,125
14	33,887
15	31,950
16	30,280
17	29,144
18	28,600
19	28,038
20	26,000
21	25,800
22	21,735
AVERAGE	37,950

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	90,000
2	89,900
3	89,200
4	87,680
5	84,000
6	83,000
7	81,230
8	81,000
9	78,500
10	77,852
11	77,500
12	76,379
13	73,700
14	72,200
15	71,000
16	70,000
17	67,000
18	(66,936)
19	66,802
20	65,004
21	60,500
22	45,959
AVERAGE	75,246

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	98,000
2	74,800
3	72,850
4	65,400
5	64,200
6	63,673
7	(63,000)
8	62,400
9	59,040
10	52,500
11	50,357
12	48,540
13	47,772
14	47,759
15	47,460
16	47,352
17	44,620
18	43,459
19	37,530
AVERAGE	57,406

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	93,840
2	85,500
3	78,200
4	68,350
5	65,180
6	63,000
7	62,833
8	61,128
9	60,000
10	57,876
11	57,455
12	56,540
13	55,250
14	53,800
15	53,400
16	53,081
17	52,400
18	52,000
19	50,744
20	48,516
21	47,700
22	47,375
23	42,000
AVERAGE	59,400

**STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS**

RANK	SALARY
1	68,000
2	(66,936)
3	66,300
4	64,000
5	63,000
6	62,175
7	61,750
8	60,600
9	60,000
10	57,526
11	56,134
12	55,350
13	53,906
14	53,760
15	51,515
16	49,054
17	41,748
AVERAGE	58,341

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS

RANK	SALARY
1	69,000
2	48,400
3	48,000
4	43,781
5	43,080
6	42,701
7	42,700
8	42,650
9	40,416
10	37,829
11	34,000
12	33,190
13	29,640
14	25,821
AVERAGE	41,515

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	76,443
2	69,700
3	65,915
4	59,900
5	59,850
6	58,650
7	57,684
8	57,512
9	56,640
10	55,200
11	55,164
12	54,994
13	54,408
14	54,340
15	53,388
16	53,196
17	52,549
18	52,500
19	52,347
20	50,776
21	48,105
22	45,868
23	44,856
24	44,526
25	44,084
26	43,666
27	40,000
AVERAGE	54, 58

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	72,100
2	66,000
3	65,700
4	59,440
5	56,150
6	56,433
7	56,200
8	55,344
9	55,000
10	54,541
11	54,408
12	53,327
13	52,516
14	50,655
15	49,680
16	48,978
17	46,957
18	46,713
19	46,272
20	46,200
21	45,000
22	44,300
23	44,105
24	41,820
25	40,250
26	40,000
AVERAGE	51,928

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	62,770
2	57,950
3	57,849
4	57,437
5	54,408
6	52,720
7	52,500
8	50,950
9	50,760
10	50,000
11	50,000
12	49,800
13	47,350
14	47,237
15	46,952
16	46,957
17	46,800
18	45,555
19	45,000
20	44,100
21	44,016

RANK	SALARY
22	43,080
23	39,376
24	36,879
25	34,766
26	34,526
27	34,064
AVERAGE	47,625

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	82,000
2	66,903
3	66,360
4	63,600
5	61,980
6	57,250
7	57,236
8	57,200
9	55,000
10	55,000
11	53,500
12	52,692
13	52,380
14	51,021
15	50,679
16	48,821
17	48,376
18	44,724
19	43,781
20	40,400
21	40,000
22	39,558
23	39,244
24	39,000
25	38,000
26	34,035
AVERAGE	51,567

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	107,573
2	96,800
3	87,000
4	83,101
5	82,950
6	82,056
7	80,760
8	78,500
9	72,000
10	70,933
11	68,880
12	62,060
13	61,355
14	60,610
15	60,593
16	59,540
17	57,490
18	54,672
19	53,000
20	48,648
21	46,647
22	42,550
23	35,400
24	31,272
AVERAGE	66,014

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	(86,700)
2	80,300
3	79,380
4	76,205
5	72,923
6	68,000
7	66,936
8	64,700
AVERAGE	74,353

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	85,000
2	75,000
3	(75,000)
4	74,000
5	68,640

RANK	SALARY
6	67,000
7	64,500
8	61,836
9	59,400
10	58,422
11	57,190
12	57,000
13	55,925
14	50,336
15	47,863
16	47,000
17	44,316
AVERAGE	61,670

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	75,000
2	68,200
3	64,688
4	63,760
5	62,000
6	61,000
7	60,962
8	59,760
9	(59,640)
10	56,500
11	56,200
12	53,750
13	53,135
14	51,756
15	51,362
16	48,000
17	47,050
18	39,323
19	36,121
20	22,000
AVERAGE	54,512

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	76,400
2	60,000
3	58,000
4	56,000
5	55,600
6	54,440
7	50,842
8	50,076
9	50,040
10	43,548

RANK	SALARY
11	42,550
12	41,056
13	39,781
14	36,824
AVERAGE	51,226

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	80,000
2	78,800
3	74,204
4	71,030
5	67,225
6	66,390
7	65,000
8	63,500
9	63,300
10	62,850
11	61,968
12	59,250
13	58,464
14	56,300
15	57,450
16	56,220
17	55,500
18	55,400
19	(55,100)
20	53,300
21	52,700
22	50,004
23	47,412
24	47,200
25	46,000
26	45,000
AVERAGE	59,676

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	62,200
2	61,000
3	56,700
4	53,800
5	53,000
6	52,850
7	52,000
8	50,500
9	50,000
10	48,474
11	47,855
12	47,850
13	47,386
14	47,000
15	46,500
16	45,800
17	45,668
18	44,800
19	43,980
20	43,200
21	43,000
22	42,456
23	41,022
24	40,874
25	37,572
26	32,400
27	30,900
AVERAGE	46,992

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT

RANK	SALARY
1	124,000
2	(85,200)
3	78,000
4	74,400
5	72,000
6	70,500
7	70,400
8	65,500
9	62,500
10	52,020
AVERAGE	75,452

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	80,892
2	73,500
3	71,556
4	64,500
5	62,410
6	59,800
7	59,430
AVERAGE	67,441

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	66,166
2	56,365
3	55,800
4	53,500
5	52,100
6	51,704
7	51,500
8	51,362
9	50,950
10	50,610
11	49,000
12	47,425
13	45,056
14	41,900
15	39,959
16	39,360
17	36,000
18	35,464
19	30,500
AVERAGE	47,620

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS

RANK	SALARY
1	85,680
2	66,875
3	63,000
4	62,400
5	61,000
6	(54,640)
7	50,000
8	44,000
9	32,252
AVERAGE	58,321

PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT

RANK	SALARY
1	93,960
2	90,000
3	(85,200)
4	71,400
5	66,750
6	67,080
7	66,300
8	58,400
AVERAGE	75,136

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	77,000
2	61,662
3	59,040
4	52,000
5	51,500
6	49,512
7	47,404
8	45,000
9	43,935
10	42,060
11	37,500
12	37,100
AVERAGE	50,309

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	90,000
2	79,500
3	63,000
4	53,635
5	52,750
6	49,273
7	45,500
8	44,704
9	41,364
10	43,500
11	43,000
12	41,302
13	39,562
14	36,750
15	35,962
16	35,170
17	31,500
18	31,233
19	31,165
20	30,852
21	29,364
22	28,594
23	28,476
AVERAGE	43,677

**RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN**

RANK	SALARY
1	96,500
2	90,000
3	87,000
4	80,892
5	79,332
6	77,792
7	72,240
8	70,000
AVERAGE	81,970

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	100,000
2	73,259
3	71,500
4	69,497
5	64,800
6	63,800

RANK	SALARY
7	62,600
8	58,300
9	57,200
10	56,266
11	54,750
12	53,304
13	50,700
14	50,648
15	50,111
16	50,004
17	47,880
18	47,150
19	46,500
20	46,458
21	43,704
22	,704
23	36,485
AVERAGE	56,463

**RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH**

RANK	SALARY
1	64,650
2	58,300
3	56,800
4	54,660
5	53,544
6	53,250
7	52,250
8	50,436
9	50,307
10	49,126
11	46,448
12	44,400
13	43,000
14	40,500
15	39,520
16	38,472
17	35,000
18	33,500
AVERAGE	48,009

**DEANS:
AGRICULTURE**

RANK	SALARY
1	110,000
2	107,100
3	100,000
4	99,960
5	93,300
6	68,078
AVERAGE	96,406

**DEANS:
ARCHITECTURE**

RANK	SALARY
1	91,660
2	87,610
3	86,538
4	80,240
5	75,709
6	66,874
AVERAGE	81,775

**DEANS:
ARTS AND SCIENCES**

RANK	SALARY
1	119,340
2	106,500
3	96,300
4	92,000
5	82,834
6	82,700
7	81,850
8	80,940
9	80,000
10	79,350
11	78,324
12	78,300
13	77,400
14	75,407
15	75,100
16	74,700
17	71,558
18	69,000
19	68,125
20	66,276
21	65,000
AVERAGE	81,002

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	130,840
2	120,000
3	100,000
4	98,800
5	98,800
6	98,300
7	96,600
8	94,500
9	91,091
10	90,000
11	87,150
12	82,795
13	82,775
14	82,665
15	80,695
16	80,000
17	80,000
18	76,960
19	74,764
20	73,836
21	73,500
22	73,500
23	72,716
24	71,500
25	66,450
26	61,350

AVERAGE 86,139

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	78,600
2	74,018
3	72,480
4	(72,080)
5	71,400
6	69,000
7	66,575
8	64,176
9	67,704
10	66,672
11	66,250
12	65,962
13	64,850
14	64,650
15	62,400
16	61,714
17	60,500
18	56,000
19	40,560

AVERAGE 65,875

DEANS:
EDUCATION

RANK	SALARY
1	97,700
2	97,600
3	90,558
4	86,760
5	85,250
6	81,700
7	81,000
8	80,625
9	79,400
10	78,270
11	77,270
12	75,524
13	73,000
14	72,213
15	71,550
16	71,350
17	71,240
18	66,000
19	68,364
20	68,100
21	67,710
22	66,200
23	64,334
24	61,250

AVERAGE 76,490

DEANS:
ENGINEERING

RANK	SALARY
1	115,464
2	105,150
3	101,500
4	100,500
5	98,985
6	98,520
7	98,080
8	96,800
9	96,700
10	93,100
11	88,870
12	87,312
13	86,000
14	85,000
15	84,800
16	83,347
17	80,200
18	79,206
19	77,356
20	73,500
21	69,960

AVERAGE 90,455

DEANS:
FINE ARTS

RANK	SALARY
1	84,840
2	78,780
3	77,200
4	77,097
5	72,400
6	70,400
7	70,344
8	70,000
9	69,504
10	69,120
11	68,527
12	64,700
13	64,344
14	56,660

AVERAGE 71,138

DEANS:
GRADUATE

RANK	SALARY
1	103,000
2	96,800
3	91,920
4	85,850
5	72,800
6	68,000
7	67,000
8	66,864
9	66,054
10	64,700
11	63,673
12	63,600
13	62,600
14	62,500
15	61,392
16	59,064
17	51,140

AVERAGE 71,000

DEANS:
HEALTH/PHYSICAL
EDUC/RECREATION

RANK	SALARY
1	83,400
2	80,400
3	62,900
4	58,240
5	58,000
6	50,100

AVERAGE 65,507

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

DEANS:
HEALTH-RELATED
PROFESSIONS

RANK	SALARY
1	87,200
2	76,760
3	77,000
4	76,538
5	66,800
6	66,200
7	65,540
8	32,724
AVERAGE	68,846

DEANS:
JOURNALISM/
COMMUNICATION

RANK	SALARY
1	87,200
2	82,050
3	75,600
4	72,800
5	72,560
AVERAGE	78,046

DEANS:
LAW

RANK	SALARY
1	125,000
2	120,000
3	116,000
4	108,040
5	106,800
6	106,000
7	100,160
8	100,000
9	90,615
10	90,552
11	85,536
12	80,000
AVERAGE	102,394

DEANS:
LIBRARY SCIENCE

RANK	SALARY
1	80,437
2	73,500
3	67,410
4	65,983
5	52,940
AVERAGE	67,854

DEANS:
MUSIC

RANK	SALARY
1	92,000
2	88,055
3	85,088
4	74,520
5	69,200
6	64,150
AVERAGE	78,836

DEANS:
SCIENCE

RANK	SALARY
1	99,500
2	86,760
3	78,500
4	69,169
5	60,763
6	54,372
AVERAGE	74,844

DEANS:
SOCIAL WORK

RANK	SALARY
1	112,434
2	82,000
3	80,240
4	78,720
5	75,000
6	68,896
7	64,357
8	61,257
AVERAGE	77,866

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	79,400
2	73,150
3	70,680
4	68,340
5	63,440
6	57,670
7	51,984
AVERAGE	66,381

MEDICAL DEANS:
DENTISTRY

RANK	SALARY
1	100,650
2	94,900
3	95,280
4	86,640
5	76,315
AVERAGE	91,157

MEDICAL DEANS:
MEDICINE

RANK	SALARY
1	192,440
2	168,640
3	136,100
4	114,450
5	109,572
6	108,000
7	105,000
8	104,280
9	101,023
10	90,000
AVERAGE	122,951

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—CHICAGO REGION—

**MEDICAL DEANS:
NURSING**

RANK	SALARY
1	105,846
2	93,733
3	92,610
4	90,300
5	87,200
6	85,000
7	81,360
8	78,342
9	76,100
10	68,900
11	63,336
12	56,989
13	56,000
AVERAGE	70,978

**MEDICAL DEANS:
PHARMACY**

RANK	SALARY
1	107,855
2	93,300
3	92,833
4	90,700
5	89,800
6	82,720
7	69,462
AVERAGE	89,559

**MEDICAL DEANS:
VETERINARY
MEDICINE**

RANK	SALARY
1	109,850
2	94,500
3	88,680
4	85,890
5	76,120
AVERAGE	91,008

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE I^r (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty participating universities from this region are as follows:

East Texas State University
Louisiana State University
Louisiana Tech University
New Mexico State University
North Texas State University
Northeast Louisiana University
Oklahoma State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
University of Arkansas
University of New Mexico
University of New Orleans
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION		ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		RANK	SALARY
RANK	SALARY	RANK	SALARY	6	61,000
1	147,000	1	76,000	7	60,864
2	142,000	2	68,496	8	58,840
3	106,101	3	66,000	9	58,000
4	103,000	4	65,700	10	55,834
5	100,000	5	65,406	11	55,539
6	97,000	6	63,252	12	53,400
7	94,150	7	63,000	13	53,400
8	91,745	8	61,942	14	52,000
9	89,121	9	61,241	15	51,500
10	88,000	10	61,000	16	51,000
11	85,000	11	60,000	17	49,247
12	83,555	12	57,000	18	49,155
13	82,000	13	56,482	19	49,107
14	75,535	14	54,150	20	48,480
15	74,335	15	52,273	21	48,474
16	74,335	16	49,283	22	47,910
AVERAGE	95,805	17	48,310	23	46,620
		18	47,700	24	45,960
		19	47,652	25	44,600
		20	45,100	26	44,400
		AVERAGE	58,499	27	44,000
				28	42,600
				29	39,000
				AVERAGE	54,846
ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR		ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION		BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	(115,000)	1	54,500	1	96,600
2	98,640	2	47,968	2	90,612
3	89,750	3	46,000	3	87,000
4	89,200	4	45,168	4	84,900
5	84,000	5	43,344	5	80,000
6	81,500	6	41,580	6	79,800
7	75,567	7	40,517	7	72,000
8	70,400	8	37,342	8	72,000
9	69,341	9	36,000	9	71,000
10	66,200	10	34,000	10	69,774
11	65,520	11	32,760	11	68,512
12	61,692	12	28,931	12	68,500
13	61,435	13	28,000	13	67,657
14	60,154	AVERAGE	39,701	14	65,700
15	60,000			15	65,520
AVERAGE	76,596			16	64,050
				17	61,820
				18	61,000
				19	59,233
				AVERAGE	72,930
ACADEMIC OFFICERS: PROVOST		ACADEMIC OFFICERS: DIRECTOR OF COMPLIING SERVICES			
RANK	SALARY	RANK	SALARY		
1	125,500	1	90,000		
2	(115,000)	2	87,602		
3	85,500	3	71,075		
4	84,048	4	61,000		
5	70,900	5	65,000		
AVERAGE	96,150				

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TABLE II (Continued)
—DALLAS REGION—

BUSINESS/FISCAL OFFICERS: CONTROLLER		RANK	SALARY	BUSINESS/FISCAL OFFICERS: BUDGET OFFICER	
		8	45,011		
		9	42,144		
		10	38,518		
RANK	SALARY	AVERAGE	49,145	RANK	SALARY
1	70,000			1	65,000
2	67,900			2	58,300
3	65,000			3	55,140
4	64,000	BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING		4	54,000
5	58,000			5	53,000
6	52,937			6	49,476
7	51,100			7	(43,538)
8	51,045	RANK	SALARY	8	43,275
9	50,004	1	63,000	9	42,900
10	48,000	2	56,150	10	(42,000)
11	47,315	3	56,000	11	40,000
12	46,100	4	48,000	12	30,745
13	44,000	5	43,400	13	29,870
14	42,753	6	43,272		
15	40,100	7	41,000	AVERAGE	46,711
16	38,160	8	40,500		
17	35,875	9	37,805		
AVERAGE	51,314	10	37,714	BUSINESS/FISCAL OFFICERS: DIRECTOR OF PAYROLL	
		11	36,606		
		12	36,050		
		13	36,000		
		14	35,700	RANK	SALARY
BUSINESS/FISCAL OFFICERS: TREASURER OR BURSAR		15	34,019	1	47,256
		16	31,340	2	(42,000)
		17	28,000	3	39,000
		18	25,678	4	36,900
RANK	SALARY	AVERAGE	40,569	5	33,432
1	44,800			6	31,606
2	(43,538)			7	31,173
3	42,144	BUSINESS/FISCAL OFFICERS: INTERNAL AUDITOR		8	30,000
4	41,388			9	29,146
5	40,600			10	26,932
6	39,600			11	27,628
7	39,000	RANK	SALARY	12	23,500
8	37,380	1	53,200	13	23,500
9	35,304	2	50,000	14	23,400
10	30,000	3	49,185	15	21,264
11	28,837	4	41,500	AVERAGE	31,253
12	24,204	5	41,000		
13	21,888	6	40,000		
AVERAGE	36,053	7	40,000		
		8	39,555		
BUSINESS/FISCAL OFFICERS: BUSINESS MANAGER		9	39,300		
		10	37,633		
		11	35,651		
		12	32,278		
		13	30,766		
		14	30,500		
RANK	SALARY	15	26,450		
1	70,000	16	26,000		
2	56,136	17	25,752		
3	50,511	AVERAGE	37,577		
4	48,141				
5	48,000				
6	46,700				
7	46,201				

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TABLE II (Continued)
—DALLAS REGION—

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	56,000
2	53,000
3	53,000
4	50,000
5	49,157
6	48,600
7	48,000
8	46,500
9	46,000
10	45,200
11	42,230
12	42,000
13	41,750
14	41,723
15	41,000
16	40,200
17	39,325
18	36,561
19	34,657
AVERAGE	44,997

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	83,200
2	80,000
3	77,268
4	(75,000)
5	72,500
6	71,500
7	70,000
8	67,030
9	66,587
10	63,616
11	60,900
12	60,320
13	60,200
14	60,000
15	59,582
16	59,568
AVERAGE	67,955

**STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS**

RANK	SALARY
1	64,075
2	55,360
3	55,000
4	49,500

RANK	SALARY
5	47,301
6	46,656
7	44,720
8	44,038
9	44,000
10	43,500
11	39,812
12	38,860
13	37,992
14	23,156
AVERAGE	45,284

**STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS**

RANK	SALARY
1	67,318
2	49,000
3	43,895
4	41,300
5	40,000
6	39,600
7	35,000
8	31,066
9	30,545
10	24,860
AVERAGE	40,258

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	62,500
2	56,123
3	(54,456)
4	54,200
5	(47,200)
6	46,107
7	45,775
8	44,852
9	44,140
10	44,000
11	43,567
12	42,025
13	(37,755)
14	37,600
15	34,567
16	33,000
17	31,860
18	31,200
19	30,000
AVERAGE	43,316

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

RANK	SALARY
1	57,032
2	(54,456)
3	53,550
4	49,500
5	46,654
6	(47,200)
7	45,216
8	43,943
9	42,197
10	41,208
11	40,000
12	39,965
13	39,600
14	39,208
15	39,200
16	38,110
17	(37,755)
18	32,500
19	31,200
AVERAGE	43,184

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID**

RANK	SALARY
1	51,912
2	49,500
3	46,201
4	44,200
5	42,660
6	42,025
7	40,200
8	40,000
9	39,905
10	39,656
11	39,200
12	34,000
13	32,754
14	32,600
15	32,362
16	31,500
17	31,120
18	31,000
19	25,364
AVERAGE	38,537

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TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	62,500
2	50,520
3	50,000
4	49,224
5	47,700
6	46,000
7	43,744
8	42,100
9	39,157
10	37,224
11	35,010
12	32,600
13	30,853
14	29,279
15	29,000
16	27,810
17	26,280
18	26,000

AVERAGE 39,169

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	83,500
2	74,818
3	69,000
4	68,600
5	67,224
6	67,000
7	64,104
8	63,900
9	61,871
10	61,603
11	59,500
12	57,200
13	51,126
14	48,000
15	33,500
16	28,932
17	26,784

AVERAGE 58,039

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	84,000
2	(75,000)
3	71,459

RANK	SALARY
4	70,000
5	69,774
6	60,200

AVERAGE 71,750

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	75,956
2	68,165
3	59,804
4	57,348
5	56,500
6	52,000
7	44,960

AVERAGE 59,253

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	56,563
2	55,700
3	55,500
4	55,105
5	54,000
6	49,901
7	49,747
8	45,961
9	44,498
10	44,000
11	43,000
12	35,400

AVERAGE 49,115

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	(56,610)
2	51,956
3	50,800
4	44,100
5	39,000
6	34,207

AVERAGE 46,219

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	74,160
2	61,000
3	60,744
4	60,000
5	(56,610)
6	55,000
7	53,500
8	52,003
9	50,625
10	50,133
11	50,000
12	48,889
13	48,500
14	45,825
15	43,130
16	36,700
17	38,007

AVERAGE 52,166

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	50,000
2	47,744
3	43,200
4	42,425
5	41,767
6	41,000
7	40,000
8	38,636
9	38,000
10	37,840
11	37,648
12	35,700
13	32,963
14	31,412
15	27,181
16	20,500

AVERAGE 37,884

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TABLE II (Continued)
—DALLAS REGION—

**PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT**

RANK	SALARY
1	70,560
2	69,774
3	69,000
4	65,060
5	60,060
6	59,566
7	45,560
AVERAGE	63,343

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION**

RANK	SALARY
1	57,560
2	55,260
3	49,920
4	48,360
5	48,060
6	45,040
7	43,863
8	43,000
9	42,560
10	41,780
11	40,366
12	38,014
13	32,860
14	32,100
AVERAGE	44,176

**PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT**

RANK	SALARY
1	86,560
2	79,860
3	70,560
4	(66,067)
5	61,267
AVERAGE	72,827

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	70,060
2	59,616
3	58,023
4	55,060
5	48,738
6	42,350
7	38,060
8	24,960
AVERAGE	49,566

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	56,497
2	50,880
3	50,000
4	46,260
5	43,792
6	42,425
7	42,047
8	41,033
9	39,000
10	35,060
11	33,660
12	31,000
13	29,303
AVERAGE	41,558

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	85,860
2	63,140
3	62,060
4	56,560
5	56,412
6	55,260
7	54,060
8	49,728
9	47,500
10	45,060
11	42,780
12	42,547
13	37,286
14	36,225
15	35,315
AVERAGE	51,360

**RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH**

RANK	SALARY
1	56,400
2	49,960
3	48,752
4	48,560
5	48,155
6	45,660
7	45,060
8	45,060
9	42,960
10	40,760
11	39,917
12	35,000
13	29,484
AVERAGE	44,261

**DEANS:
AGRICULTURE**

RANK	SALARY
1	93,060
2	82,000
3	80,534
4	71,879
5	68,261
6	60,060
7	51,661
8	41,748
AVERAGE	68,640

**DEANS:
ARCHITECTURE**

RANK	SALARY
1	95,060
2	73,060
3	72,060
4	69,531
5	68,860
6	68,060
7	66,113
8	62,160
AVERAGE	74,818

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TABLE II (Continued)
--DALLAS REGION--

		RANK	SALARY		
DEANS: ARTS AND SCIENCES		7	52,693	DEANS: GRADUATE	
		8	41,640		
		9	38,384		
RANK	SALARY	AVERAGE	57,080	RANK	SALARY
1	88,000			1	94,000
2	85,000			2	87,000
3	85,000			3	78,140
4	84,586	DEANS: EDUCATION		4	75,000
5	75,642			5	74,983
6	71,000			6	71,086
7	66,251			7	70,900
8	66,996	RANK	SALARY	8	69,690
9	61,408	1	96,000	9	69,009
10	60,719	2	83,500	10	60,121
11	60,121	3	77,252	11	56,707
12	58,560	4	70,257	12	53,164
13	50,633	5	76,200	13	51,000
		6	70,000	14	48,600
AVERAGE	70,454	7	69,900		
		8	68,675	AVERAGE	68,528
		9	65,856		
DEANS: BUSINESS/INDUSTRIAL MANAGEMENT		10	61,950		
		11	66,719	DEANS: LAW	
		12	60,708		
		13	60,121		
		14	60,000		
RANK	SALARY	15	56,000	RANK	SALARY
1	120,000	16	56,000	1	135,000
2	113,000	17	53,772	2	107,900
3	88,000	18	53,000	3	81,500
4	85,198			4	76,875
5	85,000	AVERAGE	66,328	5	73,725
6	80,000				
7	74,000			AVERAGE	95,012
8	76,200				
9	75,000	DEANS: ENGINEERING			
10	71,646				
11	70,200			DEANS: LIBERAL ARTS	
12	68,785				
13	66,291	RANK	SALARY		
14	63,650	1	140,004		
15	60,719	2	135,000	RANK	SALARY
16	60,268	3	108,500	1	114,000
17	60,121	4	98,019	2	96,000
18	58,000	5	90,000	3	78,000
19	56,500	6	88,000	4	62,000
		7	85,000	5	60,005
AVERAGE	75,767	8	80,196	6	59,161
		9	74,951		
DEANS: CONTINUING EDUCATION		10	76,971	AVERAGE	78,206
		11	76,500		
		12	70,776		
		13	70,350		
		14	65,000		
RANK	SALARY	15	62,000		
1	70,000	16	61,008		
2	67,156				
3	66,250	AVERAGE	86,707		
4	60,720				
5	60,121				
6	56,753				

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TABLE II (Continued)
—DALLAS REGION—

DEANS:
SCIENCE

RANK	SALARY
1	107,000
2	105,000
3	88,000
4	80,000
5	72,000
6	70,000
7	63,600
8	57,185
9	52,000
AVERAGE	77,198

DEANS:
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	96,000
2	65,200
3	60,000
4	59,500
5	56,375
AVERAGE	67,415

MEDICAL DEANS:
NURSING

RANK	SALARY
1	90,000
2	71,000
3	68,377
4	(63,546)
5	61,000
6	52,305
AVERAGE	67,105

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
IN EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fourteen participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of South Dakota
University of Utah
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION		RANK	SALARY	BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS	
RANK	SALARY			RANK	SALARY
1	111,390	9	48,000	1	76,326
2	110,300	10	46,772	2	73,900
3	103,800	11	45,478	3	70,800
4	99,547	12	45,000	4	69,000
5	99,200	13	43,085	5	68,000
6	89,804	14	36,983	6	66,500
7	85,825	AVERAGE	53,671	7	65,500
8	78,156	ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION		8	53,288
9	78,156	RANK	SALARY	9	52,000
10	74,000	1	51,895	10	44,265
11	73,250	2	44,700	AVERAGE	63,958
12	73,000	3	40,000	BUSINESS/FISCAL OFFICERS: CONTROLLER	
13	72,000	4	35,400	RANK	SALARY
14	67,737	5	35,400	1	60,750
AVERAGE	86,916	6	35,200	2	60,000
ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR		7	34,700	3	54,228
RANK	SALARY	8	33,620	4	53,200
1	94,000	9	32,651	5	51,555
2	92,400	10	31,500	6	51,500
3	90,525	11	30,600	7	42,500
4	89,455	12	24,039	8	40,400
5	76,000	AVERAGE	35,809	9	38,520
6	73,950	ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES		10	37,270
7	72,600	RANK	SALARY	11	36,120
8	71,600	1	71,694	12	31,131
9	66,000	2	70,000	AVERAGE	46,435
10	65,000	3	63,200	BUSINESS/FISCAL OFFICERS: DIRECTOR OF PURCHASING	
11	63,900	4	61,500	RANK	SALARY
12	63,354	5	57,400	1	51,060
13	60,800	6	53,138	2	48,500
AVERAGE	70,506	7	51,400	3	46,900
ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		8	51,072	4	41,600
RANK	SALARY	9	50,040	5	38,791
1	73,800	10	49,400	6	36,400
2	71,400	11	47,000	7	37,500
3	62,825	12	45,742	8	34,469
4	62,100	13	45,259	9	31,550
5	56,700	14	44,616	10	26,000
6	56,370	15	42,667	11	25,675
7	50,880	16	38,507	12	22,920
8	50,000	17	38,030	AVERAGE	36,947
		AVERAGE	51,806		

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TABLE II (Continued)
—DENVER REGION—

**BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR**

RANK	SALARY
1	44,000
2	43,500
3	38,950
4	30,390
5	30,000
6	28,501
7	26,832
8	20,818
AVERAGE	32,874

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	66,000
2	62,700
3	61,800
4	53,800
5	52,190
6	(51,200)
7	51,200
8	47,500
9	41,600
10	37,950
11	36,000
12	18,948
AVERAGE	46,407

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	51,060
2	(46,384)
3	40,500
4	39,000
5	(37,950)
6	27,648
7	25,850
8	24,500
AVERAGE	36,619

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	57,000
2	55,500
3	55,100
4	51,600
5	(51,200)
6	51,200
7	(46,384)
8	46,000
9	(37,950)
10	36,000
11	35,100
12	33,397
13	30,160
14	27,847
AVERAGE	43,894

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	77,910
2	76,700
3	(62,550)
4	62,400
5	62,250
6	60,600
7	60,000
8	56,500
9	39,175
AVERAGE	62,009

**STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS**

RANK	SALARY
1	59,000
2	57,000
3	51,000
4	47,648
5	46,836
6	45,000
7	42,220
AVERAGE	49,815

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	57,500
2	51,800
3	46,176
4	43,767
5	39,966
6	39,900
7	39,225
8	(38,700)
9	36,696
10	35,945
11	32,300
12	28,952
13	25,920
AVERAGE	39,764

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

RANK	SALARY
1	48,023
2	48,000
3	45,550
4	44,900
5	44,503
6	44,348
7	42,624
8	41,300
9	36,767
10	38,556
11	33,500
12	32,350
13	31,663
14	27,387
AVERAGE	40,112

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	62,000
2	51,500
3	39,700
4	39,072
5	(38,700)
6	36,770
7	36,470
8	36,000
9	32,000
10	30,000
11	26,573
12	26,000
AVERAGE	38,065

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	69,035
2	52,500
3	46,523
4	45,870
5	45,860
6	41,500
7	39,750
8	34,318
9	33,538
10	33,500
11	32,760
12	32,003
13	18,931
AVERAGE	40,161

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	83,759
2	77,651
3	74,672
4	61,578
5	59,049
6	57,700
7	54,810
8	39,945
9	31,744
AVERAGE	60,106

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	83,370
2	73,185
3	63,500
4	60,600
5	56,500
6	50,000
AVERAGE	64,526

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	64,100
2	39,135
3	38,900
4	33,200
5	31,700
6	19,000
AVERAGE	37,673

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	61,000
2	50,500
3	50,500
4	43,300
5	32,600
AVERAGE	47,582

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	69,015
2	61,300
3	61,000
4	55,500
5	55,091
6	49,500
7	46,800
8	46,468

RANK	SALARY
9	42,050
10	39,600
11	33,559

AVERAGE 50,902

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	53,500
2	46,388
3	42,436
4	27,500
5	25,036

AVERAGE 38,972

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	54,000
2	52,138
3	51,653
4	47,300
5	46,800
6	45,500
7	(31,029)
8	28,010
9	25,017
10	24,982

AVERAGE 40,643

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	61,716
2	60,000
3	55,000
4	50,000
5	46,050
6	39,431
7	32,000

AVERAGE 49,171

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—DENVER REGION—

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	52,193
2	39,300
3	34,268
4	33,570
5	32,619
6	32,610
7	24,720
AVERAGE	35,611

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION**

RANK	SALARY
1	74,900
2	73,600
3	61,570
4	53,770
5	30,000
6	27,351
AVERAGE	47,521

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	61,792
2	53,900
3	53,125
4	52,653
5	52,200
6	51,800
7	45,642
8	34,500
9	34,300
AVERAGE	48,879

**RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH**

RANK	SALARY
1	52,200
2	49,500
3	48,400
4	45,000
5	40,688
6	32,815
7	23,228
AVERAGE	41,690

**DEANS:
AGRICULTURE**

RANK	SALARY
1	74,800
2	73,200
3	66,600
4	61,160
5	59,500
AVERAGE	67,052

**DEANS:
ARTS AND SCIENCES**

RANK	SALARY
1	94,500
2	75,200
3	67,723
4	59,509
5	57,850
6	55,200
AVERAGE	68,164

**DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT**

RANK	SALARY
1	94,500
2	87,773
3	86,100
4	67,600
5	65,000
6	64,209
7	59,968
8	59,500
9	57,000
10	51,200
AVERAGE	69,267

**DEANS:
CONTINUING EDUCATION**

RANK	SALARY
1	70,036
2	57,300
3	53,000
4	50,045
5	46,260
6	45,700
7	43,687
8	42,678
AVERAGE	51,088

**DEANS:
EDUCATION**

RANK	SAL
1	74,800
2	73,200
3	73,000
4	65,027
5	64,400
6	59,500
7	57,500
8	56,100
9	56,000
10	51,200
11	50,000
AVERAGE	62,711

**DEANS:
ENGINEERING**

RANK	SALARY
1	100,000
2	94,300
3	75,800
4	74,398
5	(72,306)
6	71,031
7	65,600
8	63,669
9	61,440
10	61,010
AVERAGE	74,455

**DEANS:
GRADUATE**

RANK	SALARY
1	75,889
2	73,517
3	70,300
4	62,000
5	60,000
6	59,000
7	58,834
8	58,300
9	55,410
10	53,800
11	52,200
AVERAGE	61,750

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The twelve participating universities from this region are as follows:

Iowa State University of Science and Technology
Kansas State University
University of Iowa
University of Kansas at Lawrence
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	130,000
2	100,000
3	95,000
4	94,530
5	92,070
6	92,000
7	90,765
8	90,060
9	84,100
AVERAGE	96,488

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	65,400
2	47,161
3	46,300
4	45,100
5	44,520
6	43,500
7	43,260
8	37,710
9	35,000
AVERAGE	45,326

BUSINESS/FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	66,000
2	59,400
3	59,000
4	53,500
5	52,500
6	48,510
7	44,500
8	41,750
AVERAGE	53,155

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	117,500
2	85,000
3	84,800
4	81,000
5	80,674
6	80,000
7	80,000
8	77,500
9	75,950
AVERAGE	84,825

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	79,560
2	79,560
3	67,862
4	67,464
5	66,000
6	63,000
7	58,501
8	54,975
9	52,750
10	52,620
11	48,114
12	45,400
13	45,418
14	41,443
AVERAGE	58,835

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	56,750
2	48,923
3	44,040
4	42,950
5	38,142
6	36,711
7	34,359
8	32,760
9	31,500
AVERAGE	40,897

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	86,500
2	77,500
3	70,315
4	66,300
5	65,614
6	63,120
7	59,000
8	58,500
9	56,450
10	55,900
11	52,429
12	37,321
AVERAGE	52,017

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	105,000
2	98,000
3	82,600
4	80,440
5	77,000
6	75,500
7	75,000
8	68,276
9	65,350
10	56,600
AVERAGE	78,377

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	49,750
2	40,100
3	39,672
4	37,800
5	34,603
6	31,925
AVERAGE	38,975

UNIVERSITY OF ARKANSAS
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RANK ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—KANSAS CITY REGION—

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	56,000
2	55,000
3	48,400
4	45,500
5	42,969
6	38,040
7	38,000
8	34,100
AVERAGE	45,002

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	47,155
2	43,700
3	42,517
4	35,675
5	31,956
6	30,060
7	30,000
8	28,000
9	26,026
10	22,395
AVERAGE	33,748

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	58,400
2	57,500
3	52,000
4	52,000
5	46,000
6	45,678
7	44,249
8	44,160
9	40,000
10	39,784
11	39,638
12	37,350
AVERAGE	46,404

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	97,500
2	84,000
3	79,954
4	78,000
5	(76,428)
6	72,000
7	70,250
8	67,500
9	67,076
10	61,000
11	60,850
12	60,000

AVERAGE 72,880

**STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS**

RANK	SALARY
1	39,350
2	34,672
3	29,917
4	27,150
5	25,356

AVERAGE 31,269

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	54,500
2	51,031
3	46,600
4	48,358
5	46,279
6	44,046
7	43,645
8	43,550
9	43,500
10	41,583
11	37,050
12	35,000

AVERAGE 44,769

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

RANK	SALARY
1	57,679
2	56,750
3	51,072
4	48,860
5	44,000
6	40,734
7	37,900
8	35,100
9	34,325

AVERAGE 45,160

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID**

RANK	SALARY
1	55,500
2	55,000
3	46,000
4	43,870
5	43,675
6	43,645
7	39,360
8	37,000
9	35,547
10	35,400
11	35,300
12	29,502

AVERAGE 41,650

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING**

RANK	SALARY
1	71,000
2	52,500
3	52,000
4	50,500
5	49,926
6	44,628
7	33,400

AVERAGE 50,565

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	90,000
2	86,304
3	81,500
4	77,682
5	62,357
6	53,500
7	52,500
8	37,000
9	24,575
AVERAGE	62,825

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	66,250
2	58,134
3	57,500
4	51,500
5	47,664
6	32,365
7	27,144
AVERAGE	48,794

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	68,000
2	53,000
3	47,436
4	45,600
5	45,000
6	33,500
AVERAGE	48,756

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	65,500
2	61,770
3	56,100
4	55,175

RANK	SALARY
5	55,000
6	51,000
7	48,812
8	47,000
9	46,704
10	46,350
AVERAGE	53,291

OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY

RANK	SALARY
1	46,488
2	45,352
3	40,000
4	39,430
5	38,000
6	35,570
7	32,356
8	26,400
AVERAGE	37,955

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION

RANK	SALARY
1	68,500
2	67,250
3	50,400
4	49,875
5	47,356
6	44,000
7	42,568
8	38,325
9	36,400
10	33,426
AVERAGE	47,816

PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES

RANK	SALARY
1	65,000
2	61,704
3	52,500
4	52,000
5	49,426
6	48,500

RANK	SALARY
7	44,360
8	34,201
9	32,600
AVERAGE	48,921

RESEARCH OFFICERS:
VICE PRES FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	127,000
2	95,370
3	80,500
4	76,000
5	72,551
AVERAGE	90,284

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)

RANK	SALARY
1	65,775
2	62,500
3	58,375
4	55,356
5	53,568
6	49,700
7	37,220
AVERAGE	54,642

RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH

RANK	SALARY
1	51,900
2	44,100
3	42,670
4	40,479
5	34,250
AVERAGE	42,688

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—KANSAS CITY REGION—

DEANS:
ARTS AND SCIENCES

RANK	SALARY
1	91,900
2	86,950
3	83,513
4	80,064
5	78,174
6	77,870
7	70,060
8	69,500
9	66,900
10	69,000
AVERAGE	77,481

DEANS:
EDUCATION

RANK	SALARY
1	80,900
2	73,700
3	73,236
4	71,760
5	71,012
6	71,000
7	67,000
8	65,629
9	65,000
10	59,550
AVERAGE	70,679

DEANS:
LAW

RANK	SALARY
1	124,667
2	96,500
3	92,185
4	92,000
5	83,930
AVERAGE	97,656

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	106,000
2	82,600
3	81,400
4	80,000
5	70,174
6	77,100
7	73,236
8	70,500
9	70,000
10	67,300
11	67,200
AVERAGE	77,552

DEANS:
ENGINEERING

RANK	SALARY
1	106,000
2	97,500
3	88,500
4	83,500
5	80,683
6	74,800
7	75,000
8	74,478
AVERAGE	85,683

DEANS:
GRADUATE

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	94,000
2	82,800
3	70,500
4	66,930
5	61,821
6	59,000
7	54,479
8	52,250
9	52,140
10	51,900
AVERAGE	64,582

RANK	SALARY
1	127,000
2	82,000
3	74,715
4	70,728
5	69,000
6	58,100
7	55,000
8	50,150
AVERAGE	73,337

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The fourteen participating universities from these combined regions are as follows:

City University of New York
Graduate School and University Center
New Jersey Institute of Technology
State University of New York - Albany
State University of New York - Binghamton
State University of New York - Buffalo
State University of New York -
Environmental Science
State University of New York - Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of Massachusetts
University of New Hampshire
University of Rhode Island
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION		RANK	SALARY	BUSINESS/FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS	
		3	74,970		
		4	74,765		
		5	70,784		
		6	70,400		
RANK	SALARY	7	70,348	RANK	SALARY
1	135,000	8	70,270	1	96,000
2	114,450	9	61,770	2	88,644
3	105,000	10	61,036	3	84,246
4	104,000	11	60,400	4	83,375
5	97,520	12	56,000	5	83,359
6	89,145	13	55,574	6	83,341
7	89,145	14	53,010	7	83,297
8	89,145			8	77,000
9	89,145	AVERAGE	67,566	9	76,400
10	85,145			10	74,500
11	80,556			11	70,250
12	85,600			12	68,000
13	83,000	ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION		AVERAGE	80,701
14	82,854				
AVERAGE	95,836				
ACADEMIC OFFICERS: ACADEMIC VICE PRES/ VICE CHANCELLOR		RANK	SALARY	BUSINESS/FISCAL OFFICERS: CONTROLLER	
		1	65,103		
		2	64,296		
		3	63,945		
		4	61,585		
		5	59,280	RANK	SALARY
RANK	SALARY	6	56,025	1	79,212
1	100,551	7	48,403	2	73,500
2	94,000	8	41,322	3	69,353
3	87,720	9	40,585	4	60,960
4	80,300	10	40,000	5	58,000
5	78,800	11	38,340	6	57,697
6	76,000	12	32,832	7	57,300
7	72,319	13	29,318	8	55,100
				9	52,718
AVERAGE	84,527	AVERAGE	49,310	AVERAGE	62,658
ACADEMIC OFFICERS: PROVOST		ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES		BUSINESS/FISCAL OFFICERS: TREASURER OR BOOKSAR	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	107,100	1	80,448	1	67,000
2	95,000	2	78,000	2	67,072
3	84,449	3	75,400	3	45,569
4	85,965	4	70,315	4	34,900
5	81,197	5	64,753	5	34,000
		6	68,355	6	33,067
AVERAGE	91,752	7	67,000	AVERAGE	45,251
		8	64,686		
		9	59,961		
		10	53,940		
ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		11	50,287		
		12	49,335		
		13	46,800		
		14	38,420		
RANK	SALARY	15	37,870		
1	87,600				
2	78,498	AVERAGE	60,707		

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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

**BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER**

RANK	SALARY
1	76,610
2	74,765
3	61,782
4	54,001
5	33,170
AVERAGE	60,066

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING**

RANK	SALARY
1	55,762
2	52,445
3	50,081
4	48,541
5	46,550
6	44,591
7	42,060
8	40,460
9	39,808
10	37,835
11	35,430
12	32,637
AVERAGE	43,845

**BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR**

RANK	SALARY
1	60,316
2	53,897
3	53,730
4	49,441
5	47,450
6	47,245
7	43,000
8	40,950
9	37,560
AVERAGE	48,177

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	70,214
2	65,847
3	63,826
4	61,684
5	60,059
6	54,326
7	52,320
8	49,134
9	45,960
10	45,270
11	35,432
AVERAGE	54,916

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	51,744
2	46,230
3	45,689
4	39,161
5	37,593
6	34,068
7	26,250
8	19,939
AVERAGE	37,562

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	67,121
2	63,000
3	62,969
4	62,312
5	61,674
6	59,400
7	55,921
8	55,900
9	54,753
10	51,061
11	48,413
12	44,116
13	43,490
14	42,367
AVERAGE	55,181

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	87,733
2	83,357
3	83,000
4	82,000
5	74,765
6	73,788
7	64,500
8	64,185
AVERAGE	76,666

**STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS**

RANK	SALARY
1	76,750
2	67,472
3	61,248
4	61,000
5	60,828
6	56,850
7	53,573
8	49,534
9	47,918
AVERAGE	59,144

**STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS**

RANK	SALARY
1	63,307
2	50,631
3	35,293
4	32,668
5	23,641
6	18,550
AVERAGE	37,348

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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS		RANK	SALARY	RANK	SALARY
		10	42,263	4	79,214
		11	46,950	5	77,166
		12	40,714	6	76,400
		13	37,125	7	71,355
		14	34,745		
RANK	SALARY	AVERAGE	46,484	AVERAGE	79,931
1	60,500				
2	(54,786)				
3	57,750				
4	57,732				
5	57,402				
6	55,430				
7	55,323				
8	52,766				
9	52,000				
10	49,980				
11	46,505				
12	45,381				
13	43,876				
14	42,059				
AVERAGE	52,642				
STUDENT AFFAIRS OFFICERS: REGISTRAR		RANK	SALARY	OPERATIONS OFFICERS: LEGAL COUNSEL	
		1	66,100		
		2	64,515		
		3	58,126		
		4	53,000		
		5	51,734		
		6	51,162		
		7	50,329		
		8	48,957		
		9	47,008		
		10	42,600		
		11	42,340		
		12	31,336		
		13	27,759		
		AVERAGE	48,844		
RANK	SALARY			OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT	
1	56,167				
2	55,000				
3	54,710				
4	54,652				
5	54,035				
6	50,308				
7	49,129				
8	48,700				
9	47,833				
10	46,100				
11	46,024				
12	44,860				
13	43,552				
14	36,430				
AVERAGE	49,253				
STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		RANK	SALARY	RANK	SALARY
		1	98,479	1	77,175
		2	90,925	2	75,600
		3	85,600	3	67,929
		4	79,606	4	66,750
		5	76,540	5	63,452
		6	68,010	6	62,000
		7	67,095	7	55,000
		8	64,050	8	51,600
		9	49,060	9	49,250
		10	38,399	10	46,369
		11	34,950	11	46,780
		AVERAGE	68,423	12	44,730
RANK	SALARY			13	39,063
1	(59,786)			AVERAGE	57,554
2	55,244				
3	51,820				
4	50,505				
5	50,140				
6	44,700				
7	46,905				
8	45,430				
9	43,369				
OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT		RANK	SALARY		
		1	90,000		
		2	83,359		
		3	82,000		

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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

**OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT**

RANK	SALARY
1	72,758
2	72,719
3	65,915
4	65,847
5	63,870
6	58,920
7	58,167
8	55,931
9	52,000
10	51,908
11	48,000
12	46,904
13	45,800
14	41,613
AVERAGE	57,168

**OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY**

RANK	SALARY
1	72,441
2	71,475
3	54,500
4	52,050
5	48,660
6	48,337
7	48,000
8	43,250
9	41,935
10	40,056
11	33,715
AVERAGE	48,674

**PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT**

RANK	SALARY
1	83,375
2	83,357
3	74,700
4	73,500
5	65,000
6	63,345
AVERAGE	73,886

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION**

RANK	SALARY
1	74,765
2	59,383
3	58,809
4	55,125
5	52,902
6	52,500
7	47,714
8	46,868
9	46,061
10	44,470
11	42,752
12	39,830
13	36,545
AVERAGE	50,554

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF LEGISLATIVE
RELATIONS**

RANK	SALARY
1	59,600
2	49,546
3	47,046
4	43,556
5	38,238
AVERAGE	47,557

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	92,000
2	59,650
3	57,976
4	51,826
5	49,350
6	45,000
AVERAGE	59,307

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	54,236
2	45,947

RANK	SALARY
3	42,471
4	41,000
5	40,805
6	36,670
7	35,000
8	33,647
9	26,000
AVERAGE	39,531

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF COOPERATIVE
EXTENSION**

RANK	SALARY
1	75,157
2	72,050
3	63,900
4	58,498
5	44,925

AVERAGE 62,906

**RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH**

RANK	SALARY
1	83,357
2	81,050
3	73,200
4	72,000
5	59,552

AVERAGE 73,840

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	59,527
2	59,257
3	54,000
4	58,167
5	55,650
6	50,682
7	50,000
8	43,499
9	41,230
10	39,791
AVERAGE	51,680

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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH		RANK	SALARY	RANK	SALARY
		4	83,000	8	78,800
		5	74,000	9	73,750
		6	72,800	10	68,000
		7	68,595	11	67,055
		8	68,000		
		9	60,267	AVERAGE	83,574
		AVERAGE	77,686		
DEANS: GRADUATE		DEANS: CONTINUING EDUCATION		DEANS: GRADUATE	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	69,131	1	71,534	1	100,173
2	60,076	2	69,500	2	98,341
3	59,113	3	63,525	3	85,228
4	56,786	4	57,700	4	82,500
5	53,940	5	56,983	5	79,996
6	52,500	6	55,522	6	70,000
7	51,500	7	55,500	7	65,278
8	51,162	8	50,000	8	64,000
9	48,800	9	50,000	9	62,835
10	47,842	10	47,602	10	61,735
11	42,518			11	52,000
12	41,504	AVERAGE	57,787	AVERAGE	74,735
13	34,600				
AVERAGE	51,498				
DEANS: AGRICULTURE		DEANS: EDUCATION		DEANS: HEALTH-RELATED PROFESSIONS	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	93,800	1	88,000	1	84,588
2	87,363	2	85,431	2	78,739
3	85,000	3	83,375	3	74,200
4	76,369	4	78,000	4	72,000
5	54,320	5	77,800	5	68,000
6	58,047	6	64,000		
AVERAGE	77,463	7	56,617	AVERAGE	75,505
DEANS: ARTS AND SCIENCES		DEANS: ENGINEERING		MEDICAL DEANS: NURSING	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	92,	1	102,708	1	83,357
2	85,500	2	95,067	2	78,165
3	62,800	3	94,807	3	63,415
4	68,671	4	92,000	4	60,000
5	67,874	5	83,357	5	57,675
6	66,600	6	82,339		
AVERAGE	77,270	7	81,290	AVERAGE	68,522
DEANS: BUSINESS/INDUSTRIAL MANAGEMENT					
RANK	SALARY				
1	97,125				
2	88,715				
3	86,400				

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The thirteen participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
Old Dominion University
Temple University
University of Delaware
University of Maryland-Baltimore
University of Maryland Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and
State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

**PRESIDENT OF A SINGLE
UNIT INSTITUTION**

RANK	SALARY
1	140,000
2	128,466
3	128,466
4	128,465
5	109,100
6	109,080
7	107,500
8	107,446
9	103,550
10	89,892
11	84,474
12	70,300
AVERAGE	108,869

**ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR**

RANK	SALARY
1	(113,000)
2	103,500
3	102,000
4	90,745
5	83,000
6	73,000
AVERAGE	94,208

**ACADEMIC OFFICERS:
PROVOST**

RANK	SALARY
1	(113,000)
2	97,500
3	95,000
4	93,700
5	83,076
6	65,000
AVERAGE	91,213

**ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES**

RANK	SALARY
1	81,000
2	78,683
3	72,225

RANK	SALARY
4	68,900
5	66,200
6	64,872
7	64,500
8	63,600
9	63,000
10	54,500
11	44,949
12	42,500
AVERAGE	63,744

**ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION**

RANK	SALARY
1	45,400
2	45,050
3	43,450
4	43,006
5	43,000
6	42,700
7	38,450
8	38,050
9	35,700
10	33,000
AVERAGE	40,781

**ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES**

RANK	SALARY
1	87,200
2	85,000
3	76,214
4	70,000
5	65,200
6	64,700
7	64,400
8	64,200
9	63,000
10	60,400
11	60,000
12	55,152
13	55,000
14	53,000
15	52,344
16	48,841
17	46,741
18	42,200
19	41,802
AVERAGE	60,810

**BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS**

RANK	SALARY
1	115,500
2	95,000
3	87,755
4	84,350
5	80,000
6	80,000
7	79,000
8	65,000
9	64,016
10	57,362
AVERAGE	80,759

**BUSINESS/FISCAL OFFICERS:
CONTROLLER**

RANK	SALARY
1	66,000
2	66,000
3	65,000
4	62,600
5	58,600
6	57,556
7	56,250
8	54,422
9	54,000
10	51,400
11	46,686
12	40,805
13	39,609
AVERAGE	55,305

**BUSINESS/FISCAL OFFICERS:
TREASURER OR BURSAR**

RANK	SALARY
1	71,000
2	50,498
3	40,850
4	40,850
5	35,875
6	33,174
7	32,669
8	31,560
AVERAGE	42,062

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TABLE II (Continued)
—PHILADELPHIA REGION—

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING**

RANK	SALARY
1	61,235
2	58,736
3	53,353
4	50,364
5	48,812
6	46,405
7	44,646
8	40,000
9	35,970
10	32,689
11	31,746
12	27,353
13	26,106
AVERAGE	42,879

**BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR**

RANK	SALARY
1	65,000
2	62,800
3	56,710
4	55,789
5	55,400
6	53,363
7	44,646
8	41,115
9	40,000
10	39,612
11	24,372
AVERAGE	48,982

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	70,213
2	69,506
3	64,000
4	55,500
5	55,200
6	55,103
7	53,000
8	50,000
9	49,905
10	47,160
11	47,000
12	35,153
AVERAGE	54,317

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	42,106
2	41,604
3	35,742
4	35,707
5	32,689
6	31,261
7	25,506
8	25,027
9	22,498
AVERAGE	32,460

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	70,250
2	65,800
3	65,000
4	64,484
5	62,125
6	57,787
7	49,500
8	46,000
9	45,000
10	42,000
11	40,751
12	36,166
AVERAGE	53,744

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	81,000
2	80,000
3	77,500
4	73,000
5	72,000
6	68,800
7	61,212
8	59,194
9	55,962
10	54,860
11	50,000
AVERAGE	66,604

**STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS**

RANK	SALARY
1	66,500
2	58,000
3	57,230
4	54,650
5	53,400
6	50,400
7	49,500
AVERAGE	55,611

**STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS**

RANK	SALARY
1	78,000
2	64,000
3	59,500
4	48,500
5	32,339
6	23,929
AVERAGE	51,045

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	63,300
2	61,256
3	60,000
4	56,660
5	56,000
6	51,460
7	50,500
8	48,921
9	48,841
10	46,820
11	46,800
12	43,720
13	38,127
AVERAGE	51,760

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TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	59,500
2	56,673
3	55,300
4	52,500
5	50,000
6	44,518
7	43,613
8	42,600
9	40,500
10	38,200
11	28,485
AVERAGE	46,535

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER

RANK	SALARY
1	93,000
2	87,450
3	78,950
4	72,314
5	72,000
6	54,885
7	49,980
8	45,154
9	40,450
10	35,153
AVERAGE	62,984

OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT

RANK	SALARY
1	67,150
2	64,000
3	62,500
4	62,000
5	60,900
6	56,093
7	51,500
8	44,949
9	43,368
AVERAGE	56,440

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID

RANK	SALARY
1	55,700
2	54,500
3	54,450
4	52,761
5	50,600
6	46,625
7	44,100
8	43,557
9	42,919
10	41,500
11	40,811
12	40,504
13	39,400
AVERAGE	46,729

OPERATIONS OFFICERS:
ADMINISTRATIVE
VICE PRESIDENT

RANK	SALARY
1	55,500
2	53,000
3	50,745
4	49,000
5	46,542
6	41,159
AVERAGE	48,952

OPERATIONS OFFICERS:
DIRECTOR OF
FACILITIES PLANNING

RANK	SALARY
1	70,000
2	68,200
3	64,449
4	58,466
5	52,000
6	51,000
7	46,104
8	44,449
9	40,200
10	38,020
11	37,370
AVERAGE	51,887

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	87,700
2	69,000
3	66,500
4	63,430
5	57,569
6	52,966
AVERAGE	66,158

OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT

RANK	SALARY
1	73,500
2	65,500
3	64,500
4	64,353
5	53,100
6	53,066
7	52,300
8	48,000
9	46,752
10	44,606
11	40,850
AVERAGE	55,142

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	54,800
2	49,700
3	46,872
4	46,100
5	42,327
6	40,850
7	39,778
8	37,536
9	36,550
10	36,000
11	35,000
12	32,019
13	31,261
AVERAGE	40,676

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TABLE II (Continued)
—PHILADELPHIA REGION—

**OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY**

RANK	SALARY
1	73,000
2	62,276
3	62,250
4	60,450
5	57,464
6	52,500
7	45,900
8	43,665
9	36,186
10	34,809
11	34,172
12	31,944
13	29,906
AVERAGE	48,040

**PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR INSTI-
TUTIONAL ADVANCEMENT**

RANK	SALARY
1	84,100
2	77,808
3	77,550
4	73,850
5	57,770
AVERAGE	74,216

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION**

RANK	SALARY
1	57,600
2	57,000
3	55,000
4	52,153
5	47,868
6	47,256
7	41,900
8	40,198
9	25,027
AVERAGE	47,111

**PUBLIC RELATIONS OFFICERS:
VICE PRESIDENT FOR
DEVELOPMENT**

RANK	SALARY
1	97,500
2	89,000
3	70,060
4	60,000
5	57,346
AVERAGE	74,769

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF DEVELOPMENT**

RANK	SALARY
1	70,500
2	67,200
3	65,508
4	64,170
5	57,770
6	57,300
7	53,443
8	53,050
9	44,520
AVERAGE	59,273

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	60,000
2	48,000
3	45,154
4	45,000
5	41,315
6	41,232
7	38,076
8	31,560
9	26,033
AVERAGE	41,812

**RESEARCH OFFICERS:
VICE PRESIDENT FOR
RESEARCH**

RANK	SALARY
1	100,000
2	100,000
3	72,600
4	67,384
5	62,484
AVERAGE	80,494

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	80,160
2	74,400
3	66,260
4	60,250
5	48,407
6	47,940
7	47,020
8	45,700
9	44,646
AVERAGE	57,774

**RESEARCH OFFICERS:
DIRECTOR OF INSTI-
TUTIONAL RESEARCH**

RANK	SALARY
1	77,000
2	54,650
3	53,000
4	52,560
5	50,000
6	46,800
7	44,250
8	43,180
9	42,000
10	41,228
AVERAGE	50,467

**OCEANS:
ARTS AND SCIENCES**

RANK	SALARY
1	105,200
2	87,000
3	85,000
4	77,500
5	77,000
6	76,500
7	70,666
8	63,546
AVERAGE	80,308

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	102,660
2	94,560
3	88,000
4	85,000
5	81,000
6	75,000
7	66,060
8	58,682
AVERAGE	81,348

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	71,500
2	69,132
3	68,560
4	62,700
5	53,226
6	48,147
AVERAGE	62,201

DEANS:
EDUCATION

RANK	SALARY
1	99,300
2	87,300
3	80,000
4	78,000
5	74,200
6	72,600
7	63,966
8	61,470
9	60,000
10	57,600
AVERAGE	73,444

DEANS:
ENGINEERING

RANK	SALARY
1	107,600
2	107,000
3	99,500
4	89,200
5	82,560
6	81,000
7	77,000
8	75,740
AVERAGE	89,950

DEANS:
GRADUATE

RANK	SALARY
1	98,000
2	97,105
3	90,100
4	78,900
5	71,000
6	69,400
7	59,900
8	53,750
AVERAGE	77,269

MEDICAL DEANS:
NURSING

RANK	SALARY
1	94,497
2	84,300
3	79,369
4	70,500
5	60,624
AVERAGE	77,858

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The ten participating universities from this region are as follows:

Arizona State University
California State University -
Los Angeles
Northern Arizona University
University of Arizona
University of California
University of California, Davis
University of California, Santa Cruz
University of Hawaii at Manoa
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

**PRESIDENT OF A SINGLE
UNIT INSTITUTION**

RANK	SALARY
1	132,300
2	117,600
3	117,600
4	117,600
5	117,233
6	117,232
7	107,000
8	101,500
9	100,904

AVERAGE 114,330

**ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION**

RANK	SALARY
1	68,200
2	63,600
3	61,160
4	50,964
5	49,000
6	42,630
7	42,488
8	41,906
9	39,756

AVERAGE 51,078

**BUSINESS/FISCAL OFFICERS:
CONTROLLER**

RANK	SALARY
1	81,000
2	71,300
3	67,102
4	66,000
5	64,555
6	61,425
7	58,221
8	46,716

AVERAGE 64,540

**ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR**

RANK	SALARY
1	(112,500)
2	(106,575)
3	106,300
4	100,000
5	97,440
6	85,596
7	85,000
8	81,648
9	78,398
10	74,298

AVERAGE 92,776

**ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES**

RANK	SALARY
1	84,300
2	82,120
3	77,580
4	74,095
5	67,800
6	66,720
7	64,169
8	57,252
9	55,824
10	50,832
11	50,388

AVERAGE 66,462

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING**

RANK	SALARY
1	70,848
2	60,300
3	58,617
4	57,700
5	51,116
6	51,100
7	46,922
8	46,386
9	38,844

AVERAGE 53,537

**ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES**

RANK	SALARY
1	90,400
2	86,000
3	80,500
4	77,000
5	75,922
6	73,320
7	66,468
8	65,835
9	55,825
10	55,186

AVERAGE 72,638

**BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS**

RANK	SALARY
1	(101,800)
2	(96,700)
3	94,000
4	85,004
5	84,245
6	84,144
7	80,678
8	(76,836)
9	75,626

AVERAGE 86,893

**BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER**

RANK	SALARY
1	75,000
2	70,220
3	67,800
4	66,230
5	62,260
6	52,100
7	49,960
8	38,653

AVERAGE 60,223

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—SAN FRANCISCO REGION—

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL**

RANK	SALARY
1	54,700
2	52,258
3	43,440
4	40,170
5	33,180
6	28,378

AVERAGE 42,021

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	90,500
2	79,200
3	69,100
4	68,100
5	62,018
6	51,349
7	49,464
8	47,770

AVERAGE 64,688

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	101,900
2	95,300
3	85,008
4	84,755
5	84,753
6	79,860
7	74,400
8	74,256
9	61,776

AVERAGE 82,443

**STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS**

RANK	SALARY
1	72,372
2	68,000
3	67,355
4	63,650
5	56,100
6	52,404
7	45,173

AVERAGE 61,008

**STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL
STUDENTS**

RANK	SALARY
1	52,000
2	43,771
3	43,400
4	41,436
5	36,561
6	27,470

AVERAGE 40,910

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	(71,400)
2	(66,073)
3	63,191
4	61,320
5	60,200
6	59,400
7	54,352
8	56,662
9	40,500
10	39,216

AVERAGE 57,733

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

RANK	SALARY
1	(71,400)
2	(66,073)
3	62,800
4	62,000
5	55,471
6	55,300
7	46,246
8	46,183
9	41,001
10	34,800

AVERAGE 54,139

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID**

RANK	SALARY
1	65,420
2	59,000
3	56,381
4	56,200
5	53,616
6	49,737
7	48,696
8	43,254
9	37,007
10	36,540

AVERAGE 50,565

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING**

RANK	SALARY
1	54,200
2	53,964
3	53,611
4	48,557
5	46,893
6	45,560
7	47,12
8	43,000

AVERAGE 48,812

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER**

RANK	SALARY
1	102,240
2	97,216
3	81,670
4	80,901
5	73,625
6	68,976
7	65,300
8	42,264
9	30,225

AVERAGE 71,360

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—SAN FRANCISCO REGION—

OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		RANK	SALARY	RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS & GRANTS)	
		7	44,660		
		8	43,878		
		9	40,041		
		10	37,368		
RANK	SALARY	AVERAGE	51,351	RANK	SALARY
1	71,760			1	(75,108)
2	70,949			2	72,461
3	66,800			3	60,167
4	66,397			4	59,880
5	57,856	PUBLIC RELATIONS OFFICERS: DIRECTOR OF PUBLIC RELATIONS/INFORMATION		5	56,343
6	51,000			6	54,700
AVERAGE	64,127			7	53,000
		RANK	SALARY	8	45,000
		1	65,200	AVERAGE	59,585
		2	64,056		
		3	62,836		
		4	52,462		
		5	51,800	RESEARCH OFFICERS: DIRECTOR OF INSTI- TUTIONAL RESEARCH	
		6	49,608		
		7	45,170		
		AVERAGE	55,876	RANK	SALARY
				1	63,588
				2	56,060
				3	53,680
				4	53,600
		PUBLIC RELATIONS OFFICERS: DIRECTOR OF DEVELOPMENT		5	46,720
				6	33,248
				AVERAGE	51,139
		RANK	SALARY		
		1	86,020		
		2	76,552		
		3	63,600	DEANS: BUSINESS/INDUSTRIAL MANAGEMENT	
		4	55,900		
		5	54,960		
		6	42,504		
		AVERAGE	63,256	RANK	SALARY
				1	101,590
				2	92,700
				3	92,700
				4	74,100
		PUBLIC RELATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES		5	73,568
				6	73,392
				7	73,250
				8	70,761
		RANK	SALARY	AVERAGE	81,459
		1	62,643		
		2	62,255		
		3	57,226		
		4	54,000		
		5	48,610		
		6	41,313		
		7	38,600		
		8	36,000		
		AVERAGE	50,081		

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS:
CONTINUING EDUCATION

RANK	SALARY
1	79,200
2	64,134
3	63,524
4	63,396
5	61,932
6	61,915
7	58,960
8	51,060

AVERAGE 63,003

DEANS:
ENGINEERING

RANK	SALARY
1	110,000
2	108,060
3	99,200
4	96,425
5	76,680
6	76,560
7	73,568
8	73,500

AVERAGE 89,244

DEANS:
LAW

RANK	SALARY
1	123,100
2	120,560
3	108,605
4	101,860
5	81,204

AVERAGE 107,042

DEANS:
EDUCATION

RANK	SALARY
1	95,400
2	86,275
3	81,324
4	81,200
5	73,080
6	69,443
7	68,514
8	63,945

AVERAGE 77,398

DEANS:
GRADUATE

RANK	SALARY
1	93,860
2	76,024
3	(75,106)
4	75,000
5	73,080
6	70,200
7	68,763
8	63,100

AVERAGE 74,377

DEANS:
SOCIAL AND BEHAV-
IORAL SCIENCES

RANK	SALARY
1	84,000
2	73,320
3	69,528
4	69,500
5	67,080

AVERAGE 72,686

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED FORTY-SEVEN UNIVERSITIES IN FORTY-NINE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The eight participating universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska
University of Idaho
University of Oregon
University of Washington
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE
UNIT INSTITUTION

RANK	SALARY
1	128,220
2	94,760
3	92,100
4	92,160
5	92,100
6	91,604
7	79,837
8	74,027
AVERAGE	93,094

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
VICE CHANCELLOR

RANK	SALARY
1	83,640
2	83,220
3	73,768
4	72,019
5	67,060
6	66,976
AVERAGE	74,427

ACADEMIC OFFICERS:
DIRECTOR OF
LIBRARIES

RANK	SALARY
1	78,696
2	74,423
3	68,460
4	65,920
5	62,995
6	62,760
7	51,699
8	44,293
AVERAGE	63,648

ACADEMIC OFFICERS:
DIRECTOR OF
AFFIRMATIVE ACTION

RANK	SALARY
1	(58,448)
2	50,400
3	48,324
4	40,008
5	39,105

RANK	SALARY
6	35,844
7	33,197
8	30,031
AVERAGE	41,920

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING
SERVICES

RANK	SALARY
1	70,920
2	67,053
3	65,340
4	59,072
5	54,182
6	53,532
7	50,658
8	48,075
AVERAGE	58,604

BUSINESS/FISCAL OFFICERS:
VICE PRESIDENT FOR
BUSINESS

RANK	SALARY
1	(92,700)
2	80,825
3	76,860
4	73,980
5	(69,680)
6	66,976
AVERAGE	76,842

BUSINESS/FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	(64,438)
2	58,080
3	55,332
4	52,500
5	45,630
AVERAGE	55,196

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PURCHASING

RANK	SALARY
1	55,715
2	53,916
3	37,716

RANK	SALARY
4	36,911
5	35,712
6	34,195
7	32,386
AVERAGE	40,937

BUSINESS/FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,452
2	44,058
3	41,388
4	38,393
5	35,712
6	30,638
AVERAGE	39,440

BUSINESS/FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	(77,160)
2	65,750
3	64,512
4	57,865
5	54,840
6	46,559
7	45,022
8	43,347
AVERAGE	57,887

BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PAYROLL

RANK	SALARY
1	44,688
2	40,016
3	30,852
4	30,852
5	30,727
AVERAGE	35,427

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—SEATTLE REGION—

**BUSINESS/FISCAL OFFICERS:
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	65,004
2	(58,448)
3	49,641
4	47,508
5	41,368
6	40,016
7	39,420
8	35,003
9	33,280
AVERAGE	45,523

**STUDENT AFFAIRS OFFICERS:
REGISTRAR**

RANK	SALARY
1	(65,291)
2	(59,232)
3	56,016
4	54,391
5	50,349
6	(49,801)
7	45,424
8	44,950
AVERAGE	53,267

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT
HEALTH CENTER**

RANK	SALARY
1	75,624
2	70,836
3	65,959
4	65,556
5	63,886
6	63,149
7	59,270
8	56,486
AVERAGE	65,056

**STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR
STUDENT AFFAIRS**

RANK	SALARY
1	75,849
2	74,892
3	69,660
4	69,500
5	62,021
AVERAGE	70,394

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL
AID**

RANK	SALARY
1	51,312
2	51,132
3	44,739
4	44,000
5	43,404
6	41,144
7	40,564
8	38,605
AVERAGE	44,365

**OPERATIONS OFFICERS:
ASSISTANT TO THE
PRESIDENT**

RANK	SALARY
1	54,072
2	51,500
3	49,290
4	46,008
5	42,060
AVERAGE	48,574

**STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT
AFFAIRS**

RANK	SALARY
1	70,044
2	66,149
3	57,252
4	55,016
5	45,900
6	41,144
AVERAGE	55,918

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING**

RANK	SALARY
1	54,456
2	49,896
3	47,600
4	46,560
5	40,747
6	36,625
7	29,016
AVERAGE	43,834

**OPERATIONS OFFICERS:
DIRECTOR OF
PHYSICAL PLANT**

RANK	SALARY
1	59,893
2	55,860
3	55,548
4	53,532
5	50,328
6	47,516
7	38,667
AVERAGE	51,612

**STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS**

RANK	SALARY
1	(65,291)
2	(59,232)
3	56,016
4	55,279
5	(49,801)
6	46,980
7	43,948
8	38,314
AVERAGE	52,358

**OPERATIONS OFFICERS:
DIRECTOR OF
PUBLIC SAFETY**

RANK	SALARY
1	52,860
2	50,045
3	46,541
4	44,233
5	37,015
6	35,712
7	33,238
8	32,388
AVERAGE	41,564

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE II (Continued)
—SEATTLE REGION—

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF PUBLIC
RELATIONS/INFORMATION**

RANK	SALARY
1	67,800
2	52,423
3	(51,064)
4	46,000
5	41,315
AVERAGE	51,734

**DEANS:
ARTS AND SCIENCES**

RANK	SALARY
1	78,876
2	78,755
3	74,464
4	74,392
5	62,754
6	56,451
AVERAGE	70,954

**DEANS:
ENGINEERING**

RANK	SALARY
1	93,048
2	90,204
3	78,541
4	77,250
5	76,060
6	67,470
7	54,766
AVERAGE	76,766

**PUBLIC RELATIONS OFFICERS:
DIRECTOR OF ALUMNI
SERVICES**

RANK	SALARY
1	56,664
2	52,993
3	46,804
4	43,688
5	43,668
6	33,030
7	32,004
8	31,657
AVERAGE	42,564

**DEANS:
BUSINESS/INDUSTRIAL
MANAGEMENT**

RANK	SALARY
1	93,048
2	82,092
3	79,310
4	75,117
5	74,736
6	71,555
7	65,000
8	64,766
AVERAGE	75,703

**RESEARCH OFFICERS:
DIRECTOR OF RESEARCH
(CONTRACTS & GRANTS)**

RANK	SALARY
1	(64,438)
2	54,959
3	52,500
4	43,740
5	41,388
6	40,019
AVERAGE	49,514

**DEANS:
EDUCATION**

RANK	SALARY
1	82,992
2	75,407
3	73,272
4	(72,558)
5	67,980
6	65,400
7	61,071
8	55,058
AVERAGE	69,227

**RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH**

RANK	SALARY
1	56,805
2	56,112
3	46,049
4	44,326
5	43,206
6	39,042
AVERAGE	47,550

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1987-88

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY-TWO UNIVERSITY SYSTEMS IN TWENTY-SIX STATES

This table summarizes the data for thirty-two university systems in twenty-six states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities
and Colleges
City University of New York
Indiana University
Louisiana State University System
Montana University System
Oregon State System of Higher Education
Southern Illinois University
State University of New York System
Texas A & M University System
University of Alabama System
University of Alaska Statewide System
of Higher Education
University of Arkansas System
University of California
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Minnesota
University of Missouri
University of Nebraska Central
Administration
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICERS:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	198,600
2	164,700
3	152,000
4	140,000
5	139,200
6	135,000
7	130,000
8	122,435
9	120,200
10	120,000
11	120,000
12	117,261
13	115,000
14	115,000
15	111,005
16	107,004
17	106,271
18	106,000
19	105,000
20	102,000
21	101,760
22	99,500
23	98,160
24	97,049
25	95,000
26	94,530
27	93,713
28	93,713
29	88,000
30	86,996
31	73,300
32	61,800

AVERAGE 112,819

ACADEMIC OFFICERS:
ACADEMIC VICE PRES/
CHANCELLOR

RANK	SALARY
1	151,000
2	123,400
3	119,500
4	110,750
5	104,392
6	100,600
7	98,633
8	98,376
9	95,500
10	94,640
11	92,600
12	92,250
13	91,763
14	89,145
15	(89,000)
16	87,720

RANK	SALARY
17	63,905
18	61,600
19	78,998
20	76,300
21	75,260
22	75,120
23	73,000
24	71,208
25	64,000
AVERAGE	92,827

ACADEMIC OFFICERS:
ASSOCIATE VICE PRES/
CHANCELLOR

RANK	SALARY
1	103,600
2	65,854
3	62,688
4	61,120
5	60,556
6	79,152
7	76,790
8	76,655
9	72,488
10	69,506
11	66,095
12	59,100
13	55,620
14	50,127
AVERAGE	74,154

ACADEMIC OFFICERS:
ASSISTANT VICE PRES/
CHANCELLOR

RANK	SALARY
1	94,600
2	90,000
3	79,380
4	78,504
5	65,000
6	63,569
7	60,477
8	57,333
9	57,275
10	50,025
AVERAGE	69,616

OPERATIONS OFFICERS:
EXECUTIVE VICE PRES/
CHANCELLOR

RANK	SALARY
1	151,000
2	125,000
3	123,400
4	120,000
5	105,685
6	100,605
7	91,801
8	90,668
9	89,904
10	(89,000)
11	85,440
12	63,250
13	(62,440)
14	73,903

AVERAGE 100,684

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE
PRESIDENT/CHANCELLOR

RANK	SALARY
1	104,500
2	104,392
3	93,600
4	91,763
5	89,145
6	74,050
7	74,011
8	73,450
9	73,140
10	61,758
11	59,508

AVERAGE 81,763

OPERATIONS OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	98,200
2	90,300
3	71,060
4	62,058
5	49,620

AVERAGE 74,368

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS:		RANK	SALARY	FINANCE AND BUSINESS OFFICERS: VICE PRES/ CHANCELLOR	
EXECUTIVE ASSISTANT/		26	50,047		
ASST TO THE PRES		27	43,500		
		AVERAGE	76,553		
RANK	SALARY	OPERATIONS OFFICERS:		RANK	SALARY
1	82,000	DIRECTOR OF INSTI-		1	116,300
2	80,412	TUTIONAL RES		2	115,000
3	77,074	RANK	SALARY	3	110,800
4	76,932	1	90,000	4	107,000
5	(76,500)	2	82,688	5	104,500
6	74,308	3	77,806	6	104,342
7	73,320	4	71,004	7	103,060
8	72,500	5	70,124	8	100,700
9	70,050	6	69,505	9	93,000
10	68,000	7	60,522	10	93,000
11	64,800	8	(59,837)	11	92,600
12	61,522	9	57,500	12	87,720
13	60,840	10	56,355	13	87,000
14	59,500	11	55,037	14	85,775
15	53,448	12	51,504	15	85,000
16	53,244	13	43,260	16	83,905
17	50,400	14	42,180	17	(82,440)
18	49,000	15	41,392	18	81,936
19	48,718	16	39,459	19	78,300
20	41,200	17	37,600	20	77,198
21	45,336	18	35,000	21	76,836
22	33,000	19	34,569	22	73,750
		20	33,000	23	70,404
AVERAGE	62,643	AVERAGE	55,417	24	70,000
OPERATIONS OFFICERS:		OPERATIONS OFFICERS:		25	66,600
LEGAL COUNSEL		SECRETARY TO THE		26	63,747
		BOARD		27	54,995
				AVERAGE	87,771
RANK	SALARY	RANK	SALARY	FINANCE AND BUSINESS OFFICERS: ASSOC VICE PRES/CHANCELLOR	
1	126,000	1	98,900	RANK	SALARY
2	120,000	2	91,360	1	82,220
3	104,392	3	88,200	2	80,600
4	94,110	4	(86,340)	3	74,000
5	93,600	5	80,600	4	65,460
6	87,720	6	77,030	5	63,659
7	87,354	7	(76,500)	6	61,450
8	(86,340)	8	65,000	7	57,220
9	85,720	9	62,075	AVERAGE	69,230
10	84,000	10	60,680		
11	78,500	11	59,020		
12	77,000	12	56,700		
13	76,960	13	54,124		
14	73,439	14	50,000		
15	72,019	15	45,427		
16	67,309	16	41,601		
17	67,200	17	36,364		
18	66,000	18	35,893		
19	65,460	19	34,020		
20	64,250	20	28,243		
21	60,946	21	22,793		
22	59,400	AVERAGE	59,658		
23	56,442				
24	56,268				
25	55,913				

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS: ASST VICE PRES/CHANCELLOR		RANK	SALARY	FINANCE AND BUSINESS OFFICERS: TREASURER	
		4	36,530		
		5	34,926		
		AVERAGE	45,427		
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	97,300	1	82,688	1	144,900
2	81,528	2	82,000	2	86,500
3	80,600	3	82,000	3	75,600
4	79,332	4	72,424	4	72,112
5	75,600	5	69,500	5	71,000
6	75,600	6	69,300	6	67,465
7	72,480	7	63,547	7	64,470
8	67,065	8	63,000	8	63,000
9	65,730	9	62,260	9	61,376
10	65,000	10	62,000	10	53,878
11	63,000	11	57,000	11	47,316
12	62,300	12	56,026		
13	(59,837)	13	55,805	AVERAGE	73,420
14	51,948	14	48,950		
15	49,800	15	43,500		
16	43,329	16	30,597		
AVERAGE	68,157	AVERAGE	62,539		
FINANCE AND BUSINESS OFFICERS: BUDGET OFFICER		FINANCE AND BUSINESS OFFICERS: AUDITOR		FINANCE AND BUSINESS OFFICERS: DIRECTOR OF PERSONNEL	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	82,688	1	86,448	1	78,250
2	(81,000)	2	82,688	2	75,275
3	76,250	3	77,800	3	72,560
4	76,650	4	71,285	4	71,919
5	67,344	5	68,000	5	71,000
6	63,034	6	67,260	6	70,599
7	62,040	7	62,500	7	68,266
8	61,200	8	60,000	8	61,500
9	60,000	9	59,925	9	60,000
10	57,237	10	(59,837)	10	59,340
11	56,490	11	59,300	11	59,000
12	55,000	12	59,200	12	56,150
13	54,600	13	59,112	13	55,020
14	53,636	14	57,800	14	49,727
15	52,000	15	52,350	15	46,350
16	50,100	16	49,207	16	59,006
17	49,380	17	49,170	17	38,480
18	46,800	18	47,398	18	37,944
19	45,345			AVERAGE	59,466
20	41,833				
21	31,312				
AVERAGE	58,378				
FINANCE AND BUSINESS OFFICERS: BUSINESS MANAGER					
RANK	SALARY				
1	57,796	19	46,000		
2	53,880	20	45,200		
3	44,000	21	42,660		
		22	42,540		
		23	42,242		
		24	41,966		
		AVERAGE	57,915		

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—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
VICE PRES/CHANCELLOR

RANK	SALARY
1	97,200
2	(91,133)
3	90,000
4	89,000
5	87,720
6	(85,104)
7	80,400
8	76,600
9	76,000
10	(68,040)
11	60,340
AVERAGE	81,958

PUBLIC RELATIONS OFFICERS-
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	80,844
2	77,270
3	69,509
4	63,981
5	60,000
6	57,500
7	56,629
8	56,200
9	54,900
10	53,943
11	52,500
12	48,662
13	48,000
14	44,200
15	43,344
16	41,760
17	39,999
AVERAGE	55,838

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
VICE PRES/CHANCELLOR

RANK	SALARY
1	105,000
2	102,750
3	90,000
4	88,200
5	85,200
6	84,672
7	83,100
8	76,000
9	68,250

RANK	SALARY
10	68,810
11	(68,040)
AVERAGE	83,727

PUBLIC RELATIONS OFFICERS-
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	89,976
2	83,700
3	81,000
4	75,000
5	74,970
6	64,200
7	60,746
8	57,000
9	55,969
10	54,490
11	53,004
12	47,925
13	46,592
14	26,600
AVERAGE	62,371

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
VICE PRES/CHANCELLOR

RANK	SALARY
1	(86,202)
2	(85,104)
3	83,200
4	75,104
5	61,250
6	51,480
AVERAGE	74,067

PUBLIC RELATIONS OFFICERS-
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	78,756
2	73,000
3	65,000
4	62,925
5	55,517
6	51,500
AVERAGE	64,516

FACILITIES OFFICERS:
VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	89,964
2	85,000
3	83,550
4	83,179
5	76,300
6	74,957
7	58,174
8	58,000
AVERAGE	76,141

FACILITIES OFFICERS:
ASSOC VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	79,560
2	75,270
3	71,743
4	62,040
5	58,349
AVERAGE	68,972

FACILITIES OFFICERS:
ASST VICE PRESIDENT/
CHANCELLOR

RANK	SALARY
1	92,000
2	76,112
3	75,020
4	66,543
5	54,600
AVERAGE	72,841

FACILITIES OFFICERS:
DIRECTOR

RANK	SALARY
1	75,650
2	73,800
3	63,830
4	58,000
5	57,425
6	44,000
7	41,175
AVERAGE	59,126

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